



THE

ABOUT AZETTE

Years of

Unemployment Insurance



in Canada

Published Monthly by the

DEPARTMENT OF LABOUR
CANADA

Vol. LXI

No. 10

OCTOBER 31, 1961

THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Michael Starr, Minister

George V. Haythorne, Deputy Minister

Published Monthly in
English and French

Editorial Staff

Editor
W. S. Drinkwater

Editor, French Edition
Guy de Merlis

Circulation Manager
J. E. Abbey

Vol. LXI, No. 10	CONTENTS	October 31, 1961
Employment Review		989
Collective Bargaining Review		996
Notes of Current Interest		1002
House of Commons Debates of Labour Interest: A Guide ..		1007
20 Years of Unemployment Insurance		1009
Report of Unemployment Insurance Advisory Committee, 1961		1012
Changes in Provincial Laws Affecting Wages, Hours, Vacations		1019
Ontario Draft Bill on Portable Pensions		1018
4th Report, U.K. Council on Prices, Productivity, Incomes ..		1024
Industrial Fatalities during the Second Quarter of 1961		1027
Six Broadcasts on Older Workers		1028
Women in Trade Unions in Sweden		1029
50 Years Ago This Month		1030
International Labour Organization:		
The Trade Union Situation in the U.K.		1038
Teamwork in Industry		1034
Industrial Relations:		
Certification Proceedings		1039
Conciliation Proceedings		1040
Labour Law:		
Legal Decision Affecting Labour		1042
Recent Regulations under Provincial Legislation		1045
Unemployment Insurance:		
Monthly Report on Operation		1049
Decisions of the Umpire		1050
Labour Conditions in Federal Government Contracts		1054
Prices and the Cost of Living		1063
Publications Recently Received in Department's Library		1064
Labour Statistics		1068

CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS—Canada: \$2 per year, single copies 25 cents each; all other countries: \$4 per year, single copies 50 cents each; Send remittance by cheque or post office money order, payable to the Receiver-General of Canada, to The Queen's Printer, % Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. SPECIAL GROUP SUBSCRIPTION OFFER—Five or more annual subscriptions, \$1 per subscription (Canada only). Send remittance, payable to the Receiver-General of Canada, to the Circulation Manager. BOUND VOLUMES—\$5 per copy delivered in Canada, \$7 per copy to other countries. CHANGE OF ADDRESS—Please attach label showing previous address.

Authorized as Second Class Mail, Post Office Department, Ottawa.

EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

Employment and Unemployment, September

Employment decreased seasonally by 146,000 between August and September. The decline was largely among teen-agers who were leaving summer jobs to return to school. Employment of adult men dropped slightly, but the loss was more than offset by an increase in the number of employed women, mainly married women. Many of these were returning to teaching and other occupations after having left the labour market during the school holidays.

Unemployment declined by an estimated 15,000 to 308,000, which was 19,000 lower than a year earlier.

The labour force decreased by an estimated 161,000 during the month, somewhat more than employment. At 6,543,000, the labour force in September was 69,000 or just over 1 per cent higher than a year earlier, the smallest margin in more than two years.

Employment

Agriculture and trade showed sizable employment declines, as is usual for this period. Employment in the service industry rose seasonally, reflecting, in part, the return of married women to teaching and other occupations at the end of the school holidays; the number of employed married women 20 to 64 years of age increased by an estimated 29,000. Manufacturing employment showed a further moderate increase during the month, reaching a level substantially higher than a year earlier.

All of the employment decline between August and September was among men and largely in the 14-19 year age group. Women's employment was unchanged, as the increase in the number of working women 20 years of age and over made up for the employment losses among teen-age girls.

Between the second and third quarter of 1961, manufacturing employment increased by 79,000. This increase, considerably more than might be expected for seasonal reasons, mainly reflects an upturn in durable goods production. During the third quarter, employment in the service industry increased more slowly than it did earlier in the year.

Employment in the third quarter was, on average, close to 2 per cent higher than a year earlier. The main gains were in service (74,000) and manufacturing (68,000). Smaller increases took place in trade and finance. Employment was down slightly over the year in construction, agriculture and other primary industries.

In September women's employment was 54,000 higher than a year earlier; men's employment was 34,000 higher. Non-agricultural industries provided 121,000 additional jobs, while farm employment declined by 33,000.

Unemployment

Total unemployment dropped by an estimated 15,000 between August and September, a somewhat smaller decline than in most recent years. However, the decrease of 46,000 between July and September was considerably greater than seasonal.

Of the 308,000 unemployed in September, 270,000 were looking for full-time work, 22,000 were looking for part-time work and 16,000 were on temporary layoff. An estimated 104,000 persons had been unemployed for less than one month; 63,000 had been jobless for seven months or more, a considerably greater number than a year ago.

An estimated 250,000 men were unemployed in September. Of these, 133,000, or 53 per cent, were married. The unemployed men were divided fairly evenly among the age group 14-24 years, 25-44 years and 45 years or over.

Unemployed women numbered 58,000 in September. Of these, more than one half were under 25 years and more than one third under 20. An estimated 18,000 were married.

In the third quarter, unemployment averaged 4.9 per cent of the labour force, down seasonally from the previous quarter and also lower than a year earlier. The unemployment rate was lowest among office and professional workers. It was above the national average among labourers and in construction and transportation occupations. The sharpest drop from the second quarter was in the latter group, because of their highly seasonal employment pattern. Despite this decline, one of every eight labourers was jobless.

Employment, Unemployment Trends in Canada and U.S.

The pace of economic activity has quickened noticeably in Canada and the United States during recent months after faltering in the last half of 1960 and the opening quarter of this year. In Canada, the seasonally adjusted index of industrial production increased steadily from March through June and dipped very slightly in July as a result of reduced activity in mining. The advances since March brought the index back to its earlier peak reached in January 1960. In the United States, the index of industrial production increased during July for the fifth consecutive month; in July the index was two points above the level of May 1960, immediately before the downturn started. The rebound in industrial production was more rapid in the United States than in Canada; the advances since March amounted to 9.8 per cent and 3.9 per cent respectively. This disparity is not surprising, since the earlier decline was considerably steeper in the United States.

In both countries recent advances in output have been accompanied by increases in employment. Employment in the United States followed a steady upward trend from March through August, after declining fairly consistently for about eight months. Sizable gains occurred in durable goods industries and in construction, trade and service. The upward trend was interrupted in September, mostly because farm work was curtailed by the hurricane, although the General Motors strike was a contributing factor. At 53.4 million, employment in non-agricultural establishments in August (seasonally adjusted) was 1.2 million above the March low and up slightly from the peak reached a year earlier. In Canada, employment has been moving ahead in an uneven fashion. Between March and September, non-farm employment in Canada (seasonally adjusted) rose by 2.1 per cent and in September was 2.2 per cent higher than a year earlier. Employment strengthened in service, trade and in the manufacturing of both durable and non-durable goods.

The length of the work week has risen more rapidly in the United States than in Canada. In the United States, 1.4 hours (seasonally adjusted) were added to the work week in manufacturing between December and July. At mid-summer, factory hours on the average were back to the normal 40-hour week.

In Canada, the work week in manufacturing has shown remarkable stability since the beginning of 1960. Last year, the average was 40.4 hours and it has varied very little so far this year.

Labour income, seasonally adjusted, increased by just over 1 per cent in Canada since the turn of the year, mainly reflecting the increase in employment. In the United States, the increase during this period was almost 2 per cent, reflecting the longer work week together with an upturn in employment. Average hourly earnings have changed very little in either country since the turn of the year.

Unemployment in Canada has shown a greater than seasonal decline during recent months. As a result, the September unemployment rate was a little lower than a year ago, 4.7 per cent compared with 5.1 per cent. In the United States, unemployment has remained steady since the beginning of the year, except for seasonal movements. The unemployed in September represented 5.7 per cent of the labour force, compared with 4.8 per cent a year earlier.

Regional Summaries

Employment in the **Atlantic** region declined by an estimated 15,000 between August and September, a little more than is usual for this period. Agriculture and non-agricultural industries shared equally in the decrease.

Seasonal employment declines took place in fishing and fish processing plants. Employment developments in heavy manufacturing were mixed; further rehiring took place in shipbuilding, but iron and steel plants operated at reduced levels owing to a shortage of orders. Construction workers continued in strong demand in most parts of the region. Forestry employment increased somewhat during the month after declining in August as a result of the forest fire situation in Newfoundland.

Unemployment was 4,000 higher than a month earlier and 8,000 higher than a year earlier. Unemployment in September was 7.6 per cent of the labour force, compared with 6.8 per cent in August and 6.5 per cent a year before.

Employment in non-farm industries, at 504,000, was about 24,000 higher than a year earlier; farm employment declined by 16,000 to 55,000. All major industries except forestry and mining showed some improvement over the year.

In the week ended September 16, the labour force in the Atlantic region was estimated at 605,000, employment at 559,000 and unemployment at 46,000. The labour force was down 11,000 from August but up 16,000 from September 1960.

Employment in the **Quebec** region declined by 17,000 between August and September, less than usual for this time of year. About half of this decline took place in agriculture. The demand for labour was strong in many areas; in a few instances, local shortages in skilled occupations were reported. Employment in forestry was approaching a seasonal peak. Employment in manufacturing resumed an upward movement after a slight dip the previous month. The gain was concentrated in the non-durable goods industries, including textiles. Employment in the durable goods industries also advanced, with the notable exception of shipbuilding. Residential construction activity continued at a high level, but any employment gains were outweighed by declines in the non-residential sector.

Unemployment in September, at an estimated 114,000, was down from both a month and year earlier. It represented 6.3 per cent of the labour force, the same percentage as August but lower than the 6.4 per cent a year earlier.

In a year-to-year comparison, employment was unchanged as a result of offsetting movements among various industries. Forestry employment continued below last year's level, partly as a result of increased mechanization and changes in the pattern of operations, but manufacturing employment increased noticeably; the non-durable goods industries accounted for the bulk of the increase. Construction employment remained below the level of a year earlier, and the service-producing industries showed a slight drop, owing mainly to a decline in trade.

In the week ended September 16, the labour force in the Quebec region was estimated at 1,813,000; this was slightly lower than a year earlier and 19,000 lower than in August. Employment was estimated at 1,699,000—the September 1960 estimate was identical—compared with 1,716,000 in August.

Employment in the **Ontario** region declined by an estimated 61,000 between August and September, a normal decrease for this time of year, but was an estimated 39,000 higher than a year ago. A little less than half the decrease in the month was in agriculture.

As usual, the greater part of the decrease in non-farm employment took place in trade. Most reports indicate a further strengthening in manufacturing activity, particularly in canning plants, steel mills and electrical goods plants. Skilled machine shop workers were in strong demand in many areas. Seasonal layoffs occurred in the agricultural implements industry. Employment in the construction industry held fairly steady during the month, with continuing strong demands for skilled tradesmen.

Unemployment, at an estimated 83,000, was 12,000 lower than the August estimate and 26,000 lower than the estimate a year earlier. In September, unemployment represented 3.5 per cent of the labour force, compared with 3.9 per cent in August and 4.6 per cent in September 1960.

Employment in non-farm industries was 55,000 higher than a year earlier; farm employment was 16,000 lower. Much of the gain in non-farm employment was in manufacturing. Strong advances took place in many of the durable goods industries that were operating at relatively low levels last year. Employment in the service-producing industries was moderately higher than last year, mining employment was lower.

In the week ended September 16, the labour force in the Ontario region was estimated at 2,384,000, employment at 2,301,000, and unemployment at 83,000. Comparable estimates in August were 2,457,000 for the labour force, 2,362,000 for employment, and 95,000 for unemployment. September 1960 estimates were: labour force, 2,371,000; employment, 2,262,000; and unemployment, 109,000.

Employment in the **Prairie** region decreased by 40,000 between August and September, somewhat more than usual for the month. It fell to an estimated 1,122,000. This was still higher than the estimated 1,104,000 in September 1960.

Dry weather advanced the grain harvest in many areas and also enabled contractors to complete pipeline and other construction projects ahead of schedule. Despite a generally ample supply of workers, many areas reported seasonal shortages in construction, transportation and food processing.

Unemployment, at 34,000, was only slightly higher in September than in August but 11,000 higher than in September last year. It was 2.9 per cent of the labour force in September, 2.7 per cent in August and 2.0 per cent in September 1960.

Employment in September was 18,000, or 1.6 per cent, higher than a year earlier. More than half of this increase was in agriculture, and service accounted for most of the remainder. There was a marked increase in metal mining employment, a result of the nickel mining development in northern Manitoba, but total mining employment showed no increase over the year owing to lower employment in oil and gas exploration and a continued decline in coal mining. In construction, employment was down over the year, although the value of construction contracts awarded has recently been considerably higher than last year.

In the week ended September 16, the Prairie labour force was estimated at 1,156,000, a figure 38,000 lower than the August estimate but 29,000 higher than the September 1960 estimate.

Employment in the **Pacific** region declined seasonally between August and September; most of the decrease occurred in agriculture. The lifting of fire restrictions resulted in the resumption of forestry operations and in the recall of many forestry workers. Total manufacturing employment was somewhat lower than in the previous month, the result in part of the release of holiday replacements and in part of a decline in orders for iron and steel products. Most manufacturing industries, particularly the canning, wood products and ship-building industries, were operating at high levels of production and employment. Construction was a little more active than the previous month.

Unemployment declined, from an estimated 38,000 in August, to an estimated 31,000; the September 1960 estimate was 41,000. September unemployment represented 5.3 per cent of the labour force, compared with 6.3 per cent in August and 7.2 per cent in September last year.

Employment in September, at an estimated 554,000, was 23,000, or 4 per cent, higher than a year earlier. The rise in non-farm employment amounted to 30,000. This increase was fairly widespread, extending to all industrial divisions except transportation and construction.

In the week ended September 16, the labour force in the Pacific region was estimated at 585,000; this was 20,000 lower than the August estimate but 13,000 higher than the September 1960 estimate.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	September 1961	September 1960	September 1961	September 1960	September 1961	September 1960
Metropolitan.....	—	1	3	6	9	5
Major Industrial.....	2	1	16	21	8	4
Major Agricultural.....	—	—	1	2	13	12
Minor.....	—	—	15	22	43	36
Total.....	2	2	35	51	73	57

CLASSIFICATION OF LABOUR MARKET AREAS—SEPTEMBER

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)		Hamilton Vancouver— New Westminster Windsor	Calgary Edmonton Halifax Montreal Ottawa-Hull → QUEBEC-LEVIS → ST. JOHN'S Toronto Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricul- tural activity)	OSHAWA Sydney ←	Brantford Corner Brook Cornwall Joliette Lac St. Jean MONCTON ← New Glasgow Niagara Peninsula Peterborough Rouyn-Val d'Or Saint John Shawinigan Sherbrooke Timmins-Kirkland Lake Trois Rivières Victoria	→ FARNHAM-GRANBY Fort William- Port Arthur Guelph Kingston Kitchener London → SARNIA Sudbury	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural)		YORKTON ←	Barrie Brandon Charlottetown → CHATHAM Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina → RIVIERE DU LOUP Saskatoon Thetford-Lac Megantic- St. Georges	
MINOR AREAS (labour force 10,000-25,000)		Bridgewater Campbellton Central Vancouver Island Chilliwack Fredericton GASPE ← Lindsay PEMBROKE ← PRINCE GEORGE- QUESNEL ← Quebec North Shore Rimouski STE. AGATHE- ST. JEROME ← ST. JEAN ← ST. STEPHEN ← Sorel	Bathurst Beauharnois Belleville-Trenton Bracebridge Brampton Cranbrook Dauphin Dawson Creek Drumheller Drummondville Edmundston Galt Goderich Grand Falls Kamloops Kentville → KITIMAT Lachute-St. Therese Listowel Medicine Hat Montmagny Newcastle North Bay Okanagan Valley Owen Sound Portage La Prairie Prince Rupert St. Hyacinthe St. Thomas Sault Ste. Marie Stratford Simcoe → SUMMERSIDE Swift Current Trail-Nelson Truro Valleyfield Victoriaville Walkerton Weyburn Woodstock, N.B. Woodstock-Tillsonburg Yarmouth	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which the moved. For an explanation of the classification used, see page 624, July issue.

Current Labour Statistics

(Latest available statistics at October 13, 1961)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a)..... (000)	Sept. 16	6,543	- 2.4	+ 1.1
Employed..... (000)	Sept. 16	6,235	- 2.3	+ 1.4
Agriculture..... (000)	Sept. 16	724	- 9.8	- 4.4
Non-agriculture..... (000)	Sept. 16	5,511	- 1.2	+ 2.2
Paid workers..... (000)	Sept. 16	5,073	- 1.4	+ 2.3
At work 35 hours or more..... (000)	Sept. 16	5,375	+ 3.6	- 0.7
At work less than 35 hours..... (000)	Sept. 16	642	+ 19.1	+ 18.0
Employed but not at work..... (000)	Sept. 16	218	- 66.7	+ 14.1
Unemployed..... (000)	Sept. 16	308	- 4.7	- 5.8
Atlantic..... (000)	Sept. 16	46	+ 9.5	+ 21.1
Quebec..... (000)	Sept. 16	114	- 1.7	- 1.7
Ontario..... (000)	Sept. 16	83	- 12.6	- 23.9
Prairie..... (000)	Sept. 16	34	+ 6.3	+ 47.8
Pacific..... (000)	Sept. 16	31	- 18.4	- 24.4
Without work and seeking work..... (000)	Sept. 16	292	- 3.0	- 4.3
On temporary layoff up to 30 days..... (000)	Sept. 16	16	- 27.3	- 27.3
Industrial employment (1949 = 100).....	July	122.4	+ 0.9	+ 0.4
Manufacturing employment (1949 = 100).....	July	110.8	- 0.4	+ 0.5
Immigration.....	1st 6 Mths. 1961	36,782	-	- 36.6
Destined to the labour force.....	1st 6 Mths. 1961	18,485	-	- 40.1
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	September	53	+ 12.8	+ 1.9
No. of workers involved.....	September	10,664	+ 32.2	- 10.2
Duration in man days.....	September	83,900	+ 29.9	- 26.8
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.)....	July	\$78.30	- 0.3	+ 2.6
Average hourly earnings (mfg.).....	July	\$1.82	- 0.6	+ 2.8
Average hours worked per week (mfg.).....	July	40.6	- 1.0	0.0
Average weekly wages (mfg.).....	July	\$73.99	- 1.4	+ 2.7
Consumer price index (1949 = 100).....	Sept.	129.1	0.0	+ 0.5
Index numbers of weekly wages in 1949 dollars (1949 = 100).....	July	137.3	- 1.4	+ 1.8
Total labour income..... \$000,000	July	1,645	- 0.9	+ 4.2
<i>Industrial Production</i>				
Total (average 1949 = 100).....	August	171.2	+ 2.5	+ 5.3
Manufacturing.....	August	153.1	+ 2.5	+ 5.3
Durables.....	August	141.5	- 1.1	+ 5.0
Non-durables.....	August	163.0	+ 5.2	+ 5.4

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 624, July issue.

COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

During September, negotiations were in progress for the renewal of 164 major collective agreements covering more than 400,000 workers in various industries across Canada. These negotiations resulted in the settlement of 17 major contracts that gave wage increases to approximately 32,000 workers. The volume of collective bargaining is expected to remain high for the rest of the year, as another 68 major agreements will terminate during the last quarter. Most of the 218,000 workers affected by these agreements are covered by 53 contracts scheduled to expire in December.

A highlight of the industrial relations scene in eastern Canada during September was the conclusion of the prolonged negotiations between the **United Mine Workers of America** and **Dominion Coal, Old Sydney Collieries, and Acadian Coal**. A new collective agreement signed during the month ended a series of extensions of the previous contract that expired in December 1959.

The settlement gave approximately 8,000 Maritime coal miners increased wages and some improvements in working conditions. In September 1960, the company had offered to renew the previous agreement with no change in wage rates, but with certain modifications in work rules. This offer was accepted by the union negotiating committee but rejected by the miners in a referendum vote. The union then called a district convention at which a new bargaining policy was formulated. At this time the situation was further complicated by the announced intention of Dosco to close three of its mines. Bargaining was resumed in July 1961, by which time two of the mines had been closed. In the new negotiations the union asked for a general wage increase of 30 cents an hour, adoption of a revised pension plan, union shop, eight paid statutory holidays, and three instead of two weeks annual vacation with pay.

The final agreement gave the miners a general wage increase of 46 cents a day effective October 1, 1961, to bring the basic rate up to \$12 daily; an extra holiday for a total of five annually; changed work rules and a change in the method of payment of the incentive bonus. The union executive recommended acceptance of these terms on the grounds that they were the best that could be hoped for in view of the difficulties faced by the coal industry, and in a referendum vote conducted at the end of September the members voted to accept the agreement.

In Canada's pulp and paper industry, collective bargaining on the West Coast was completed during August. In eastern Canada, however, a number of expired agreements remained to be negotiated. Six of these contracts were settled in September, providing wage increases and other benefits for approximately 10,800 pulp and paper workers. At **Abitibi Power and Paper, the Paper Makers, the Pulp and Paper Mill Workers** and other unions representing 5,000 workers employed at Port Arthur, Fort William, Sault Ste. Marie, Iroquois Falls and Sturgeon Falls in Ontario, Pine Falls in Manitoba and Beupre in Quebec signed a new one-year agreement providing a general wage increase of 5 cents an hour. Shift premiums were increased by 1 cent an hour, raising the differentials to 6 cents an hour for the afternoon and 9 cents for the evening shifts. The company also agreed to contribute an additional 25

cents a month for each employee toward the cost of the medical, surgical and hospital plan, and to grant an additional floating holiday for a total of eight paid holidays annually.

One-year agreements providing for increases of 5 cents in hourly rates and 1 cent in shift differentials were also reached at **Price Bros.**, Kenogami and Riverbend, Que., and at **Ontario Paper Company** and **Provincial Paper** in Thorold, Ont. Two settlements in the industry provided smaller wage increases; at **K.V.P.** in Espanola, Ont., the new agreement called for a general wage increase of 3 cents an hour and 1 cent in shift differentials, and at **Anglo-Newfoundland Development**, in Grand Falls, Nfld., the one-year agreement gave 1,600 employees an additional 2 cents an hour in wages and 2 cents an hour in shift differentials.

These settlements brought the number of new agreements reached with eastern Canada mills to 15. Negotiations continued at the end of the month with a number of other companies, including Spruce Falls and Kimberley-Clark, Ontario-Minnesota Pulp and Paper, Great Lakes Paper, Consolidated Paper, Canadian International Paper, and Bowater's Newfoundland. In Newfoundland, the negotiating committee of the **Paper Makers**, the **Pulp and Paper Mill Workers** and other unions representing 2,000 employees of **Bowater's Newfoundland Paper** applied for a conciliation board to assist in the negotiations. The company reportedly agreed to increased wages and welfare payments patterned after those granted by Abitibi and Ontario Paper. But disagreement arose over the company's proposals to give management the right to change shifts at its discretion, and to change the vacation clause so as to permit the introduction of continuous operation.

During September, negotiations continued between the **Steel Company of Canada** and the **United Steelworkers of America**, representing approximately 8,000 employees at the company's two plants in Hamilton. The union announced that agreement had been reached on most non-monetary items dealing primarily with the administrative sections of the contract, such as grievance procedures, seniority, etc., but that the economic issues, including wages, health and welfare provisions and pensions, were still unresolved. With respect to wages, Stelco offered a total of 8 cents an hour in two equal steps over the life of a three-year agreement, with the first increment of 4 cents an hour on August 1, 1962 and the second on August 1, 1963. The union request for a comprehensive medical plan was countered by a company offer to extend coverage of the current plan to include in-hospital medical care up to \$3 a day, with surgical plan to cover employees, dependents and both present and future pensioners. On pensions, the union demanded vesting rights after 10 years of service and a reduction in the pensionable age to 60; the company proposed a change in the current pension formula that would raise the maximum pension from \$110 to \$120 a month. At the end of September the union applied for the services of a conciliation officer to assist in the negotiations on these and other items that still remained outstanding after nearly four months of bargaining. In addition to the 8,000 Stelco employees, another 7,500 workers in Canada's basic steel industry were affected by the concurrent negotiations between the **Steelworkers** and **Algoma Steel** in Sault Ste. Marie and the **Notre Dame Works** of the **Steel Company of Canada** in Montreal.

In a new development in the five-month-old strike at the **Royal York Hotel** in Toronto, the Ontario Labour Relations Board granted the **Hotel and Restaurant Employees Union** permission to prosecute the hotel for alleged breaches of the Ontario Labour Relations Act. The complaint arose when

the hotel, some 10 weeks after the strike began, gave the employees the option of a return to work on the company's terms by July 16 or dismissal. The union contended that the hotel management had violated the Act on two counts: first, that the employees were threatened with dismissal if they did not return to work, and second, that the management refused to employ or to continue to employ some of its employees engaged in a lawful strike. After hearing the arguments of both parties, the Board decided that the issues involved were questions of law that could only be settled by the courts, and therefore granted the union leave to prosecute.

Collective bargaining in Canada's automobile industry began in September when bargaining teams from **General Motors** and the **United Automobile Workers** met to discuss a new agreement to replace the existing three-year contract expiring on October 31. It is reported that the union negotiators, representing 18,000 GM employees in Oshawa, Scarborough, Windsor, St. Catharines and London, will seek, among other things, to narrow the difference in the wages earned by the company's Canadian and United States employees.

Collective Bargaining Scene

Agreements covering 500 or more employees,
excluding those in the construction industry

Part I—Agreements Expiring During October, November and December

(except those under negotiation in September)

Company and Location	Union
Asbestos Corporation, Thetford Mines, Que.	Mining Empl. Federation (CNTU)
Assn. Patronale des Services Hospitaliers, (5 hospitals), Drummondville & others, Que.	Service Empl. Federation (CNTU)
Avro & Orenda Engines, Malton, Ont.	Machinists (AFL-CIO/CLC) (salaried empl.)
B.C. Electric, province-wide	Office Empl. (AFL-CIO/CLC)
Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (clerical empl.)
Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (equip. salesmen)
Bell Telephone, Que. & Ont.	Cdn. Telephone Empl. (Ind.) (plant dept.)
Bell Telephone, Que. & Ont.	Traffic Empl. (Ind.) (traffic)
Brewers' Warehousing, province-wide, Ont.	Brewery Wkrs. (AFL-CIO/CLC)
Building material suppliers, Vancouver & Fraser Valley, B.C.	Teamsters (Ind.)
C.B.C., company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)
C.N.R., C.P.R., other railways, system-wide	15 unions (non-operating empl.)
Can. Steamship Lines, Ont. & Que.	Seafarers (AFL-CIO)
Canadian Celanese, Drummondville, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Canadian Marconi, Montreal, Que.	Salaried Empl. Assoc. (Ind.)
Cdn. Cannery, Vancouver, Penticton, Kelowna & Ashcroft, B.C.	Packinghouse Wkrs. (AFL-CIO/CLC)
Chrysler Corporation, Windsor, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cockshutt Farm Equip., Brantford, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cyanamid of Canada, Welland, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Dominion Stores, Toronto, Hamilton & other locations, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Dosco Fabrication Divs., Trenton, N.S.	Steelworkers (AFL-CIO/CLC)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
DuPont of Canada, Shawinigan, Que.	Cellulose Wkrs. Assoc. (Ind.)
Eastern Can. Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta.	I.B.E.W. (AFL-CIO/CLC)
Eldorado Mining, Eldorado, Sask.	Mine, Mill & Smelter Wkrs. (Ind.)
Fisheries Assn., B.C.	United Fishermen (Ind.) (herring fishermen)
Ford Motor, Windsor, Oakville & North York, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Garment Mfrs. Assn., Winnipeg, Man.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Hiram Walker & Sons, Walkerville, Ont.	Distillery Wkrs. (AFL-CIO/CLC)
Hopital Hotel-Dieu, Montreal, Que.	Service Empl. Federation (CNTU)
Hospitals (6), Montreal & District, Que.	Service Empl. Federation (CNTU)
Johnson's Asbestos, Thetford Mines, Que.	Mining Empl. Federation (CNTU)
Kelly, Douglas, company-wide, B.C.	Empl. Assoc. (Ind.)
Ladies Cloak & Suit Mfrs. Assn., Winnipeg, Man.	Ladies Garment Wkrs. (AFL-CIO/CLC)

Company and Location	Union
Lake Asbestos of Que., Black Lake, Que.	Mining Empl. Federation (CNTU)
Lake Carriers' Assn., eastern Canada	Seafarers (AFL-CIO)
Mannesmann Tube, Sault Ste. Marie, Ont.	Steelworkers (AFL-CIO/CLC)
Maritime Tel. & Tel. & Eastern Electric, company-wide	I.B.E.W. (AFL-CIO/CLC)
Massey-Ferguson, Toronto, Brantford & Woodstock, Ont.	Auto Wkrs. (AFL-CIO/CLC) (plant empl.)
Miramichi Lumber, Chatham Industries & others, Miramichi Ports, N.B.	Miramichi Trades & Labour (Ind.)
Motor Trans. Ind. Relations Bureau (north. general freight), Ont.	Teamsters (Ind.)
Motor Trans. Labour Relations Council, B.C.	Teamsters (Ind.)
National Harbours Board, Montreal, Que.	Railway Clerks (AFL-CIO/CLC)
Nfld. Employers' Assn., St. Johns, Nfld.	Longshoremen's Protective Union (Ind.)
Northwestern Utilities & Cdn. West Natural Gas, Alta.	Empl. Benefit Assn. (Ind.) & Empl. Welfare Assn. (Ind.)
North York Township, Ont.	Public Empl. (CLC) (outside wkrs.)
Notre Dame Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Ottawa City, Ont.	Public Empl. (CLC)
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Ottawa Transportation Commission, Ont.	Street Railway Empl. (AFL-CIO/CLC)
Page-Hersey Tubes, Welland, Ont.	U.E. (Ind.)
Phillips Electrical, Brockville, Ont.	I.U.E. (AFL-CIO/CLC)
Regina General Hospital, Regina, Sask.	Public Empl. (CLC)
Rio Algom Mines, (Nordic Mine), Algoma Mills, Ont.	Steelworkers (AFL-CIO/CLC)
Rio Algom Mines, (Milliken Mine), Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Rowntree Co., Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Scarborough Township, Ont.	Public Empl. (CLC) (outside wkrs.)
Shawinigan Power, company-wide, Que.	Empl. Assn. (Ind.)
Sorel Industries, Sorel, Que.	Metal Trades Federation (CNTU)
Toronto Transit Commission, Ont.	Street Railway Empl. (AFL-CIO/CLC)
University Hospital, Saskatoon, Sask.	Building Service Empl. (AFL-CIO/CLC)
Vancouver City, B.C.	Civic Empl. (Ind.) (outside wkrs.)
Vancouver City, B.C.	Public Empl. (CLC) (inside wkrs.)
Victoria Hospital, London, Ont.	Building Service Empl. (AFL-CIO/CLC)
Winnipeg City, Man.	Fire Fighters (AFL-CIO/CLC)

Part II—Negotiations in Progress During September

Company and Location	Bargaining Union
Algoma Ore Properties, Wawa, Ont.	Steelworkers (AFL-CIO/CLC)
Algoma Steel, Sault Ste. Marie, Ont.	Steelworkers (AFL-CIO/CLC)
Alta. Govt. Telephones (Plant Dept.) company-wide	I.B.E.W. (AFL-CIO/CLC)
Atlantic Sugar Refineries, Saint John, N.B.	Bakery Wkrs. (CLC)
Avro & Orenda Engines, Malton, Ont.	Machinists (AFL-CIO/CLC) (plant empl.)
Automatic Electric, Brockville, Ont.	I.U.E. (AFL-CIO/CLC)
B.C. Electric, company-wide	I.B.E.W. (AFL-CIO/CLC)
Cdn. International Paper, N.B., Que. & Ont.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & Oper. Engineers (AFL-CIO)
Cdn. Steel Foundries, Montreal, Que.	Steel & Foundry Wkrs. (Ind.)
Clothing Mfrs. Assn., Quebec, Farnham & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Cluett Peabody, Kitchener & Stratford, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Crane Limited, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Distillers Corp., Ville LaSalle, Que.	Distillery Wkrs. (AFL-CIO/CLC)
Dominion Stores, Montreal & vicinity, Que.	Retail Clerks (AFL-CIO/CLC)
Dom. Structural Steel, Montreal, Que.	Mine Wkrs. (Ind.)
Donahue Bros., Clermont, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Dosco, Cdn. Bridge, Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Dosco (Wabana Mines), Bell Island, Nfld.	Steelworkers (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Fry-Cadbury, Montreal, Que.	Bakery Wkrs. (CLC)
General Motors & subsidiaries, Oshawa, Windsor, St. Catharines, Scarborough & London, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Montreal Trans. Commission, Que.	Railway, Transport & General Wkrs. (CLC)
Motor Trans. Ind. Relations Bureau, Ont.	Teamsters (Ind.) (drivers)
Motor Trans. Ind. Relations Bureau, Ont.	Teamsters (Ind.) (mechanics)
Northern Electric, Toronto, Ont.	Communications Wkrs. (AFL-CIO/CLC)
Province of Saskatchewan	Sask. Civil Service (CLC) (classified services)
Provincial Transport, Que.	Railway, Transport & General Wkrs. (CLC)
Que. Natural Gas, company-wide	Chemical Wkrs. (AFL-CIO/CLC)
Royal Victoria Hospital, Montreal, Que.	Bldg. Service Empl. (AFL-CIO/CLC)

Company and Location	
Safeway, Shop-Easy & others, Victoria, Vancouver & New Westminster, B.C.	
Sask. Power Corp., province-wide	
Sask. Wheat Pool (Elevator Div.) Ont., Man., Sask. & B.C.	
Shell Oil, Montreal East, Que.	
Smith Transport, Montreal, Que.	
Stelco (Canada Works), Hamilton, Ont.	
Stelco (Hamilton Works), Hamilton, Ont.	
Stelco, Montreal, Que.	
Towboat Owners' Assn., B.C.	
Trucking Assn. of Que., province-wide	
Winnipeg Transit Dept., Man.	

Union

Butcher Workmen (AFL-CIO/CLC)
Oil Wkrs. (AFL-CIO/CLC)
Sask. Wheat Pool Empl. (CLC)
Empl. Council (Ind.)
Teamsters (Ind.)
Steelworkers (AFL-CIO/CLC)
Steelworkers (AFL-CIO/CLC)
Steelworkers (AFL-CIO/CLC)
Merchant Service Guild (CLC)
Teamsters (Ind.)
Street Railway Empl. (AFL-CIO/CLC)

Conciliation Officer

Assn. des Marchands Detailants (Produits Alimentaires), Quebec, Que.
Calgary City, Alta.
Campbell Chibougamau Mines, Chibougamau, Que.
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.
Consolidated Paper, Grand'Mere, Que.
Consolidated Paper, Les Escoumins, Que.
Consolidated Paper, Ste-Anne de Portneuf, Que.
Consolidated Paper, Shawinigan, Que.
Donnacona Paper, Donnacona, Que.
E. B. Eddy, Hull, Que.
Great Lakes Paper, Fort William, Ont.
Hamilton Cotton & subsids., Hamilton, Dundas & Trenton, Ont.
Howard Smith Paper, Cornwall, Ont.
Kimberley-Clark Paper, Terrace Bay, Ont.
Marathon Corp. of Can., Marathon, Ont.
Noranda Mines, Noranda, Que.
Ont.-Minnesota Paper, Fort Francis & Kenora ...
Spruce Falls & Kimberley-Clark, Kapuskasing, Ont.
T.C.A. company-wide
T.C.A. company-wide

Commerce Empl. Federation (CNTU)
Public Empl. (CLC) (clerical empl.)
Steelworkers (AFL-CIO/CLC)
Paper Makers (AFL-CIO/CLC) Pulp & Paper
Mill Wkrs. (AFL-CIO/CLC)
Paper Makers (AFL-CIO/CLC) Pulp & Paper
Mill Wkrs. (AFL-CIO/CLC)
Pulp & Paper Wkrs. Federation (CNTU)
Pulp & Paper Wkrs. Federation (CNTU)
Paper Makers (AFL-CIO/CLC) Pulp & Paper
Mill Wkrs. (AFL-CIO/CLC)
Pulp & Paper Wkrs. Federation (CNTU)
Paper Makers (AFL-CIO/CLC) Pulp & Paper
Mill Wkrs. (AFL-CIO/CLC) & others
Paper Makers (AFL-CIO/CLC) Pulp & Paper
Mill Wkrs. (AFL-CIO/CLC)
Textile Wkrs. Union (AFL-CIO/CLC)
Paper Makers (AFL-CIO/CLC) Pulp & Paper
Mill Wkrs. (AFL-CIO/CLC)
I.B.E.W. (AFL-CIO/CLC), Pulp & Paper Mill
Wkrs. (AFL-CIO/CLC)
Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Steelworkers (AFL-CIO/CLC)
Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Paper Makers (AFL-CIO/CLC) Pulp & Paper
Mill Wkrs. (AFL-CIO/CLC) & others
Air Line Pilots (Ind.)
Sales Empl. (Ind.)

Conciliation Board

B.A. Oil, Clarkson, Ont.
Bowater's Nfld. Paper, Corner Brook, Nfld.
Canada Cement, N.B., Que., Ont., Man. & Alta.
C.N.R., system-wide
C.N.R., system-wide
C.N.R., system-wide
C.P.R., system-wide
C.P.R., system-wide
C.P.R. system-wide
Consolidated Paper, Port Alfred, Que.
Hamilton General Hospitals, Hamilton, Ont.
Motor Trans. Ind. Relations Bureau (car carriers), Ont.
Ontario Hydro, company-wide
Polymer Corporation, Sarnia, Ont.
Sangamo Company, Leaside, Ont.
Union composing rooms, Toronto, Ont.
Winnipeg City, Man.

Oil Wkrs. (AFL-CIO/CLC)
Paper Makers (AFL-CIO/CLC) Pulp & Paper
Mill Wkrs. (AFL-CIO/CLC) & others
Cement Wkrs. (AFL-CIO/CLC)
Locomotive Engineers (Ind.)
Locomotive Firemen & Enginemen (AFL-CIO/CLC)
Trainmen (AFL-CIO/CLC)
Locomotive Engineers (Ind.)
Locomotive Firemen & Enginemen (AFL-CIO/CLC)
Trainmen (AFL-CIO/CLC)
Pulp & Paper Wkrs. Federation (CNTU)
Public Empl. (CLC)
Teamsters (Ind.)
Public Service Empl. (CLC)
Oil Wkrs. (AFL-CIO/CLC)
Machinists (AFL-CIO/CLC)
Typographical Union (AFL-CIO/CLC)
Public Service Empl. (CLC)

Post-Conciliation Bargaining

Cdn. Westinghouse, Hamilton, Ont.
--

U.E. (Ind.)

Arbitration

Hotel Dieu St. Vallier, Chicoutimi, Que.

Service Empl. Federation (CNTU)

Work Stoppage

Hotel Royal York (CPR), Toronto, Ont.
--

Hotel Empl. (AFL-CIO/CLC)

Part III—Settlements Reached During September 1961

(A summary of major terms on the basis of information immediately available. Figures for the number of employees covered are approximate.)

ABITIBI POWER & PAPER, QUE., ONT. & MAN.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 5,000 empl.—a general wage increase of 5¢ an hr.; 1¢ an hr. increase in shift premium increasing the afternoon shift differential to 6¢ an hr. and the evening to 9¢ an hr.; 1 additional floating holiday for a total of 8 paid holidays annually; company contribution to medical, surgical and hospital plan increased by 25¢ a mo. for each employee.

ANGLO-NFLD. DEVELOPMENT, GRAND FALLS, NFLD.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 1,600 empl.—a general wage increase of 2¢ an hr.; shift differentials increased by 2¢ an hr.

ASSN. PATRONALE DU COMMERCE, (HARDWARE), QUEBEC, QUE.—COMMERCE EMPL. FEDERATION (CNTU): 3-yr. agreement covering 500 empl.—\$2 a wk. increase retroactive to May 1, 1961; a further \$2 a wk. eff. Mar. 16, 1962 and a final \$2 a wk. increase eff. Mar. 16, 1963; increases not applicable to empl. eligible for regular increments of at least \$2 during the yr.

ASSN. PATRONALE DES MFRS. DE CHAUSSURES, QUEBEC, QUE.—LEATHER & SHOE WKRS. FEDERATION (CNTU): 2-yr. agreement covering 1,500 empl.—a general wage increase of 3% retroactive to June 1, 1961; an additional 3% increase eff. Feb. 1, 1962 plus 6% increase eff. Sept. 1, 1962; starting June 1, 1962 there will be no Saturday work for the three summer months; all new empl. to become union members after 30 days; eff. Jan. 1, 1963 the work week will be reduced from 48 to 45 hrs.

ASSN. PATRONALE DES SERVICES HOSPITALIERS, QUEBEC, QUE.—SERVICES FEDERATION (CNTU) (MALE): 2-yr. agreement covering 800 empl.—\$5 a wk. wage increase retroactive to June 15, 1961; an additional \$2 a wk. increase eff. July 1, 1962; work week to be reduced from 44 to 40 hrs. with no loss in pay, eff. Oct. 1, 1962; 3 wks. vacation after 8 yrs. continuous service (previously 3 wks. after 10 yrs.); 1 additional paid holiday annually for a total of 10.

ASSN. PATRONALE DES SERVICES HOSPITALIERS, QUEBEC, QUE.—SERVICES FEDERATION (CNTU) (FEMALE): 2-yr. agreement covering 1,600 empl.—an increase of \$4 a wk. retroactive to June 15, 1961; an additional \$2 a wk. eff. June 1, 1962; work week reduced from 44 to 40 hrs. without loss in pay eff. Oct. 1, 1962; 3 wks. vacation after 8 yrs. continuous service (previously 3 wks. after 10 yrs.); 1 additional paid holiday for a total of 10 paid holidays annually.

DOMINION COAL, SYDNEY, N.S.—MINE WKRS. (IND.): 2-yr. agreement covering 7,000 empl.—general increase of 46¢ a day for an 8-hr. day eff. Oct. 1, 1961; 1 additional paid holiday; a change in the method of payment of incentive bonus.

EDMONTON CITY, ALTA.—PUBLIC EMPL. (CLC) (OUTSIDE WKRS.): 2-yr. agreement covering 1,500 empl.—general wage increase of 3¢ an hr. retroactive to Jan. 1, 1961; an additional 4¢ an hr. eff. Sept. 3, 1961.

FOOD STORES (VARIOUS), WINNIPEG, MAN.—RETAIL CLERKS (AFL-CIO/CLC): 3-yr. agreement covering 1,200 empl.—food clerks to receive wage increases of 9¢ an hr. eff. Sept. 11, 1961, an additional 5¢ an hr. eff. June 11, 1962, a further 5¢ on Jan. 7, 1963 and final 3½¢ an hr. eff. June 3, 1963; food clerks to receive \$60 retroactive pay; probationary empl. will receive 3¢ an hr. retroactive to Jan. 1, 1961; after final increase new base rates for food clerks with 2 yrs. seniority will be \$1.80½ an hr. for male empl. and \$1.57½ for female; eff. in 1963 empl. to receive 3 wks. vacation after 10 yrs. continuous service (previously 3 wks. after 12 yrs.).

HOLLINGER MINES, TIMMINS, ONT.—STEELWORKERS (AFL-CIO/CLC): 2-yr. agreement covering 1,100 empl.—4¢ an hr. increase for all empl. during the first year of the agreement and 3¢ an hr. general increase during the second year.

K.V.P. COMPANY, ESPANOLA, ONT.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC): 1-yr. agreement covering 750 empl.—general wage increase of 3¢ an hr.; shift differentials increased by 1¢ an hr.

MINER RUBBER, GRANBY, QUE.—RUBBER WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 725 empl.—general wage increase of 2¢ an hr. retroactive to Jan. 1, 1961; an additional 2¢ an hr. eff. April 1, 1962 and a final 3¢ an hr. increase eff. April 1, 1963; 4 wks. annual vacation after 25 yrs. continuous service (previously no provision for 4 wks. vacation); bereavement leave introduced into the agreement.

OKANAGAN SHIPPERS' ASSN., OKANAGAN VALLEY, B.C.—CLC-CHARTERED LOCAL: 1-yr. agreement covering 4,000 empl.—3% increase to all hourly and piece-work rates; an additional 5¢ an hr. to mechanics who use their own tools; 3 wks. vacation after 10 yrs. continuous service for all permanent empl. (previously no provision for 3 wks. vacation); changes in seniority clause; provision made for leave of absence; reduction in probationary and qualifying periods.

OLD SYDNEY COLLIERIES, SYDNEY MINES, N.S.—MINE WKRS. (IND.): 2-yr. agreement covering 1,000 empl.—general increase of 46¢ a day for an 8-hr. day eff. Oct. 1, 1961; 1 additional paid holiday; a change in the method of payment of incentive bonus.

ONTARIO PAPER, THOROLD, ONT.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & OTHERS: 1-yr. agreement covering 1,100 empl.—general wage increase of 5¢ an hr. retroactive to May 1, 1961; shift premiums increased by 1¢ an hr. raising differentials for afternoon shifts to 6¢ and evening shifts to 9¢ an hr.; 1 additional floating holiday annually; company to contribute an additional 25¢ per employee per month toward the cost of the Ontario hospital services to a total of \$4.50 per month per employee; establishment of a joint union-management committee to study improvements in the company's group insurance and pension plans.

PRICE BROS., KENOGAMI & RIVERBEND, QUE.—PULP & PAPER WKRS. FEDERATION (CNTU): 1-yr. agreement covering 1,800 empl.—general wage increase of 5¢ an hr. retroactive to May 1, 1961; shift premiums increased by 1¢ an hr. raising the differentials to 6¢ an hr. for the afternoon and 9¢ for the evening shifts; 1 additional floating holiday.

PROVINCIAL PAPER, THOROLD, ONT.—PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 500 empl.—general increase of 5¢ an hr.; shift premiums increased by 1¢ an hr. raising differentials to 6¢ an hr. for afternoon and 9¢ an hr. for evening shifts.

NOTES OF CURRENT INTEREST

National Productivity Council Formulates Objectives

One early misinterpretation held by some persons was that the National Productivity Council Act established an economic planning council with advisory or executive powers, said H. George De Young, Chairman of the National Productivity Council, at a press conference after the latest meeting of the Council, in Ottawa on September 26.

"This is not the case," he continued. "The Council is concerned with the productivity and competitiveness of the Canadian economy."

At its September 26 meeting, the Council unanimously agreed on a statement of objectives (see box, facing page).

At his press conference, Mr. De Young reported that several working parties had been established to work toward achievement of the Council's objectives, and staff recruited to assist in implementing the Council's program.

Five major projects are being implemented by the Council, Mr. De Young said. They are:

1. *Research*—Dr. John Convey, Director, Mines Branch, Department of Mines and Technical Surveys, and Dr. H. Zimmerman, Chairman, Defence Research Board, head the Research Committee, which will assist in improving means of disseminating research information to industry. Also, this Committee will work to foster greater industrial research in Canada, particularly for the benefit of small businesses.

2. *Labour-Management Co-operation*—The Council will be working through the labour movement, management and the Department of Labour to expedite the formation of "on the job" labour-management committees. Committees are being formed to deal with problems of production, safety, etc., which are outside the area of collective bargaining.

3. *Training and Retraining*—A program is being implemented to stimulate greater training and retraining of the labour force with the assistance of governments. Such a program is being established to help in the orderly transition of workers who may be displaced through market shifts, product replacement, technological changes or other economic factors. Miss Anna Speers and Claude Jodoin of the Council are assisting in this program.

4. *Provincial and Regional Councils or Committees* are being established, with the support of provincial governments, to co-operate in the work of the National Council and to bring to its attention the problems affecting productivity within provinces. The provincial committees will be supported by local area committees. All provincial governments have pledged support. (On September 25, Premier Stanfield announced the appointment of a Productivity Committee for Nova Scotia.*)

*The members: Chairman, A. Russell Harrington, Nova Scotia Light and Power Company Ltd.; C. M. Anson, Dominion Steel and Coal Corp. Ltd.; J. B. Cox, Agriculturist; William D. Hagen, Hobb Engineering Works, Ltd.; Lawrence S. Mushkat, Cosmos Imperial Mills, Ltd.; Clarence Porter, D. Porter and Sons, Ltd.; Ronald G. Smith, National Sea Products, Ltd.; C. A. Webber, Vice-President, Nova Scotia Federation of Labour; William H. Marsh, President, District 26, United Mine Workers of America; V. Michael Knight, provincial Deputy Minister of Trade and Industry; and R. E. Anderson, provincial Deputy Minister of Labour.

NATIONAL PRODUCTIVITY COUNCIL

Statement of Objectives

In interpreting its objectives under the Act of Parliament establishing it, the National Productivity Council agreed unanimously at its meeting on September 26, 1961, on the following:

The standard of living of everyone in Canada depends primarily on the productive efficiency of its industries and services, and on the effective use of the country's human and material resources.

The task of the National Productivity Council is to promote a national unified effort to stimulate the productive efficiency of all Canadian industries and services.

The Council recognizes that improvements in productivity ultimately must be carried out in the factories, farms, forests, fisheries, mines, transportation services, offices, stores and other workplaces. This means that every Canadian has an opportunity to participate in this effort and has a personal stake in its success.

The Council recognizes that Canada has come to be regarded as one of the industrial nations of the world. To maintain this position requires that industries in all parts of the country strengthen their competitive position in export and domestic markets and thus create new and expanding employment opportunities for Canadian workers.

The Council recognizes that increased productivity depends on the most efficient use of all our resources, of human effort, materials, scientific knowledge, production techniques and of management and labour organizations. It also depends on a continuous strengthening of these resources and their efficient adaptation to the changing requirements of the economy.

Realizing that there are already many national, provincial and local efforts which contribute to reaching these objectives, the Council will direct its work primarily to:

(a) Co-ordinating and improving these present efforts directed toward increasing productivity and by supporting these unified efforts through working with provincial productivity councils or committees, organized labour, local committees, universities and other educational organizations, national organizations, and all other interested groups;

(b) Stimulating the development of new activities to improve production and distribution methods, to extend and apply more effectively research to industry, to develop better human and industrial relations, to widen the application of progressive management practices and to strengthen the skill of the work force through training and re-training.

5. Work Study and Method Improvement—A committee of the Council, consisting of George C. Metcalf, Marcel Pepin and B. G. Barrow, has prepared a program to assist all types of business and industry in realizing the most effective utilization of all their resources. Already a pilot program has been established in Nova Scotia to develop and train instructors in the techniques of method improvement. These instructors will carry out training throughout industry and other organizations in the Atlantic Provinces.

John Dickinson, Executive Director of the Council, has been working in all of these fields. On October 1, G. Keith Cowan, at present administrator of communications and training in the Chrysler Corporation of Canada, would

join the Council staff as Program Director, Mr. De Young announced. After Mr. Cowan's appointment, regional offices of the Council will be established, under his direction, in various provinces.

The first regional appointment is expected to take place soon in the Atlantic Provinces, where the Council's representative will work with the Atlantic Provinces Economic Council and other organizations.

The Council met September 25 with the Minister of Justice and some of his staff, Mr. De Young said. Indicating the willingness of his department to work with industry in improving productivity for the national good, the Minister said his department was prepared to study proposed plans put forth by industry for the "ratification of productive facilities and to advise on their position with respect to combines legislation."

The implementation of the Council's programs now underway will assist the Canadian economy in the fuller utilization of Canada's resources, human and material, and in fostering increased job opportunities, Mr. De Young said.

Dr. W.R. Dymond Appointed Assistant Deputy Minister

The appointment of Dr. William R. Dymond, Director, Economics and Research Branch, Department of Labour, as an Assistant Deputy Minister of the Department of Labour was announced on September 18.

He succeeds George V. Haythorne, whose appointment as Deputy Minister of Labour was announced in February.

The Department has two Assistant Deputy Ministers. The other is Gordon Cushing, former Executive Vice-President of the Canadian Labour Congress.

Dr. Dymond holds a Master of Arts degree in Economics from the University of Toronto and a Doctor of Philosophy degree, also in Economics, from Cornell University. During the past several years

Dr. Dymond has been a sessional lecturer in labour economics at Carleton University, Ottawa.

Dr. Dymond joined the Department of Labour in the Economics and Research Branch in 1951, having previously been on the staff of the Department of Economics at the University of Massachusetts. Shortly after his entry into the service, he was appointed Head of the Manpower Division of the Branch. On January 1, 1957, he took over the Directorship of the Branch.

Quebec Enters Technical and Vocational Training Agreement

The federal Government and the Province of Quebec last month entered into an agreement whereby both governments will co-operate in providing technical and vocational Training Agreement, was signed by Quebec.

The agreement, the Technical and Vocational Training Agreement, was signed by Hon. Michael Starr, Minister of Labour, on behalf of the federal Government and by Hon. Paul Gérin-Lajoie, Minister of Youth, on behalf of the Government of Quebec.

Under the agreement, the Province agrees to establish and operate those programs necessary to develop fully the manpower resources of the province. The federal Government agrees to contribute financially on the following basis: 75 per cent of provincial expenditures on buildings and equipment up to March 31, 1963; 75 per cent of provincial operating expenditures on the training of unemployed persons; 50 per cent of provincial operating expenditures on technician training, trade and other occupational training, training in co-operation with industry, training for disabled persons, training of technical and vocational teachers; up to 50 per cent, on an allotment basis, for vocational high school programs.



Dr. W. R. Dymond

Bank of Nova Scotia Appoints Canada's First Women Managers

The first women managers of branch banks in Canada were appointed last month by the Bank of Nova Scotia. They are: Miss G. Marcellus, in Ottawa, and Mrs. Shirley D. Giles, in Toronto.

J. D. Gibson, General Manager of the Bank of Nova Scotia, called the appointments "a logical development of the banking business," adding "we will continue to appoint qualified women to senior posts as appropriate openings arise."

The employment of large numbers of women in banks came about during the war years; at the present time about 55 per cent of the staff of the Bank of Nova Scotia across Canada are women. They are engaged not only as secretaries, stenographers, machine operators and tellers but as accountants and branch department heads; one woman is an assistant supervisor of staff. Three of the six economists in the head office are women; the late Dr. Lucy Morgan was supervisor of the economics department of the bank.

Administrators of Labour Legislation Hold 20th Meeting

The Canadian Association of Administrators of Labour Legislation held its 20th annual conference in Halifax from July 25 to 28. The deputy ministers and about 50 senior officers of the federal and provincial departments of labour took part in the sessions. Also in attendance were the Ministers of Labour of Nova Scotia, Ontario, Manitoba and Saskatchewan, and representatives of the Unemployment Insurance Commission, the Northwest Territories Administration, the International Association of Governmental Labor Officials, the Association of State Mediation Agencies in the United States, and the Canada Branch of the International Labour Office.

The program included a general review of recent legislative and administrative developments in all provinces and the federal field, two sectional meetings on various aspects of labour relations and labour standards legislation, and a general session on the "Training of Skilled Manpower".

The labour relations sessions were devoted to a discussion of bargaining units and related matters, and problems arising out of the termination of bargaining rights. Methods of determining minimum wages in Canada and in other countries, wage

protection, vacation pay and fair employment practices legislation were among the topics discussed by the labour standards officers.

The delegates were welcomed by Hon. Stephen T. Pyke, Minister of Labour of Nova Scotia. The guest speaker at the annual dinner was Dr. W. R. Bird, Chairman of the Historic Sites Committee of the Province of Nova Scotia.

The officers of the Association for 1961-1962 are: W. Elliott Wilson, Q.C., Deputy Minister of Labour, Manitoba, President; K. A. Pugh, Deputy Minister of Labour, Alberta, Past President; R. E. Anderson, Deputy Minister of Labour, Nova Scotia, 1st Vice-President; G. T. Dyer, Deputy Minister of Labour, Newfoundland, 2nd Vice-President; and Evelyn Best, federal Department of Labour, Secretary-Treasurer.

Costs Decrease, Revenue Rises For Canadian Coal Mines

Operating costs in 1960 for the Canadian coal-mining industry as a whole, based on marketable coal output, decreased by 3 cents or 0.4 per cent to a total of \$7.50 per net ton. Revenue from coal sales, based on the tonnage of coal sold, at an average of \$7.54 per ton is an increase of 4 cents, or 0.5 per cent, the Dominion Coal Board reported last month.

Five of the cost components showed increases, ranging from 1 cent to 18 cents per ton, the greatest increases being for maintenance, repairs and supplies, and labour. Eight of the cost components showed decreases, ranging from 1 cent to 20 cents per ton, the greatest decrease being for distribution. Two of the cost components showed no change.

Total expenditures for the industry as a whole for labour and workmen's compensation were \$38,782,000, an average of \$3.46 or an increase of 9 cents per ton. Maintenance, repairs and supplies at \$1.33 per ton increased by 18 cents, the total expenditure for 1960 being \$14,861,000.

Increases in per man-day production were reported for four areas, ranging as follows: New Brunswick, 24.6 per cent; Alberta Domestic (underground), 18.3 per cent; Saskatchewan, 15.6 per cent; British Columbia and Yukon, 12.6 per cent. Decreases were reported for three areas: Alberta Mountain, 22.4 per cent; Alberta Domestic (stripping) 1.3 per cent; Nova Scotia, 1.1 per cent. The industry as a whole showed a 1.8-per-cent decrease.

Collective Bargaining Developing New Lines as World Changes

If collective bargaining is to preserve its meaning it must in the future take a larger account of the responsibilities that the new forces loose in the world have thrust upon the nation, said W. Willard Wirtz, United States Under Secretary of Labor, in a recent address.

"The procedures of collective bargaining are already developing along new lines... an essential part of this development will be a converging and a co-ordination of public and private decision-making in the whole area of labour relations," he said.

He went on to say that he saw "a prospect of more reliance in collective bargaining on the principles of government, more use in government of the resources and procedures of collective bargaining, and that co-ordination of the two processes which will enhance the effectiveness of both."

Two developments in labour relations stemming from changes in the world were examined by the speaker.

One of these was the existence of 5,000,000 unemployed in the United States, amounting to 6.9 per cent of the working force—"the cold, statistical profile of the effect of the technological revolution on the American work force, of men being replaced by machines and being unable to find new jobs."

The other was the expansion of cotton textile industries that was one of the first results of the industrialization of the countries of Asia and Africa. These new industries were selling textiles to the United States at prices that American mills could not match. Partly as a result of the sharp rise in such imports into the United States during the past five years, employment in American textile mills had "dropped ominously."

This experience raised the dilemma of how the high living standards of American workers was to be maintained in the face of such competition, Mr. Wirtz remarked.

One answer to such developments was that they had nothing to do with collective bargaining. The implications of such an answer, however, must be made clear, he said.

When a company representative at the bargaining table refused to discuss what happened to people laid off when the company brought in new equipment, he was "in effect asking the Government to take over a responsibility, the discharge of which he will then later condemn, probably as 'socialism'.

"When a union representative meets the same problem by insisting that permanent sinecures be arranged for men who are no longer actually needed in the plant, he weakens collective bargaining by using it to produce a wrong answer, which won't stand up—for an economy that must achieve its full growth to survive cannot afford a manpower waste," the speaker said.

He went on to argue that when a company and a union agree to a wage increase that will require a price increase that makes the product unable to compete with foreign goods, "and then put 'Buy American' stickers on their automobiles and go to Washington to demand higher tariffs or import quotas, they are using collective bargaining to sap the national economy of its strength."

What collective bargaining can do to meet these problems is a question that remains to be answered. But unless it succeeds in meeting them, "it will be relegated in the future to matters of house-keeping in the plant, to administering procedures for handling discharge cases, establishing safety programs, devising seniority systems that don't cover the crucial cases, dividing up pies whose size is determined some place else," the speaker predicted.

As a first proposition, he asserted that in a world that has shrunk overnight and in a national economy in which each part depends on every other part, "the continuation of private collective bargaining as the important force in the future it has been in the past depends on the decision of the bargainers to exercise, or not to exercise, responsibility for the concerns that affect the whole economy."

One significant and encouraging development had to do with the use of economic force. Collective bargaining had grown up "on the theory that its essential motive power is the right of either side to say 'No,' regardless of justification or lack of it, and to back this up by shutting down the operation."

But, the speaker thought, "the destructive power of the available force has become too great for it to be used freely and fully." Although the strike and the lockout might continue to be used in small disputes, in large and vital industries the use of such weapons was coming to occupy the same position as the atom bomb in war.

Mr. Wirtz made it clear that there was no prospect that the right to strike or to lockout would be taken away. It was simply that the deadly effects of shutting down an essential industry, and the refusal of the public to tolerate it, were now so generally recognized that those responsible

for administering collective bargaining were working to find substitutes.

"A perhaps more widespread development involves the increasing use of neutrals, independent third parties, 'public members,' as integral agencies of the collective bargaining process; not just as arbitrators called in after the parties are set on a collision course, but as participants in the negotiation process itself, or even in the pre-negotiation phases of the private deliberations."

The evidence suggests, Mr. Wirtz said, that these private parties are being brought in as something more than mere agreement brokers, and that "these procedures are resulting in the development of factual data from which more rational bargaining can proceed; that points of view are being presented to the parties which are based not just on compromise, but on more responsible reason; that the parties are being given in advance a clearer picture of what they may expect in terms of public reaction

to their positions, which will ultimately be so influential on any disputed settlement."

Turning to the question of how far, if at all, collective bargaining between a particular employer and his employees can solve on a national scale "such problems as technological displacement, or the reconciliation of high standards of living and free trade as co-ordinate national objectives," the speaker thought that it could do so only in part. In the matter of technological displacement, for example, private collective bargaining could provide severance pay. "It is clear that the brunt of the retraining job must fall upon the Government," he declared.

The heart of the whole problem of technological displacement, however, was that "there must be more jobs to be filled—which is obviously beyond the competence of any particular team of collective bargainers."

HOUSE OF COMMONS DEBATES

A Guide to Items of Labour Interest in Hansard

(page numbers refer to Hansard)

September 7—Session resumes.

September 8—*Regular leave*—vacation, sick and special—is granted to civil servants regularly employed on a part-time basis in proportion to the number of hours worked, the Secretary of State says in reply to a question. For example, a person working half-time would receive half the normal leave credits. Persons employed sporadically, or on a casual basis, are not granted leave, the Minister explains (p. 8110).

September 11—*Regulations re shipbuilding* (how Canadian shipowners can qualify for subsidies on Canadian-built ships) will be printed in *Votes and Proceedings* this date, the House agrees (p. 8153).

September 12—*Debate resumed* on second reading of Bill C-9, to amend the Canada Fair Employment Practices Act to extend its application to the Civil Service (p. 8253). Time allotted to private members' bills expires before question put (p. 8259).

September 13—*Only reason for recruitment* by Loblaw Groceries Co. of 500 Canadians to work in Great Britain is that the company is opening up 40 new stores in Great Britain in the immediate future and, it finds, there is a great lack of experience in the supermarket business there, the Minister of Labour says in reply to a question as to whether this event reflects the proposals of the National Productivity Council for lessening unemployment in Canada (p. 8287).

September 18—*Resolution* preceding introduction of a measure to amend the National Housing Act moved by the Minister of Public Works. The measure would increase: the maximum available for direct loans by Central Mortgage and Housing Corporation from \$1,500,000,000 to \$2,000,000,000; the maximum allotted to housing research and community planning from \$5,000,000 to \$10,000,000; the maximum available for loans for university housing projects from \$50,000,000 to \$100,000,000; and the maximum allotted for loans for municipal sewage treatment projects from \$100,000,000 to \$200,000,000 (p. 8482). After debate, the motion is agreed to and Bill C-128 is read the first time (p. 8499).

September 19—*Second reading of Bill C-128*, to amend the National Housing Act, is moved (p. 8539). During the debate, the Minister of Public Works says that "when a company wants to gamble on developing a mine in the north country one can naturally expect that the company and not the Canadian people should bear the risk involved in building houses. Hence, after our experience in Elliot Lake... we are now seeing to it that any houses that are built in that area [Thompson, Man.] are guaranteed by the International Nickel Company, if they are for their employees." (p. 8553). Motion agreed to, bill read the second time and House goes into committee (p. 8551). Bill read the third time and passed (p. 8555).

September 20—*Housing loans* for new mining towns have not been ended, the Minister of Public Works explains in answer to a question, but the Government wants "the mining company to guarantee the loan so that if there is any default and the mine does go out of business, it will not be the employee who will suffer..." (p. 8592).

Question of changes in the Railway Act to clarify the meaning of Section 182, which requires a railway in certain circumstances to compensate employees for expenses of moving, will be referred to a standing committee at the next session, the Minister of Transport replies to a question (p. 8595).

Department of Labour estimates considered by House in committee of supply (p. 861).

Appointment of a committee to go into the whole question of the proposed amendments to the Unemployment Insurance Act, after the Government had announced in the Speech from the Throne that legislation would be brought forward at this session to provide amendments to the Act, is "a device by which [the Government] hopes to remove from this House not only the responsibility for formulating a policy but for discussing the measure prior to the formulation of that policy," Hon. Paul Martin says during the debate on the Department of Labour estimates (p. 8607).

The wage rate at HMC Dockyard, Halifax, was \$2.05 an hour on July 5, while "the prevailing rate for comparable work in Nova Scotia ran as high as \$2.80 an hour," Frank Howard (Skeena) asserts, during the debate on the Department of Labour estimates (p. 8610).

September 21—*The winter works program* "reduces the number of unemployed for a specific period and makes the unemployment picture look better, but I feel that very often this is done at the expense of using up jobs which would become available later in the year in the normal course of events, when the work could be done more effectively and at lower cost to the taxpayer," C. W. Carter (Burin-Burgeo) says during the debate on the Department of Labour estimates (p. 8636).

"Prevailing rates employees in HMC Dockyard, Halifax, are identified with comparable shipyards trades... in the past they found this in their interest. Now they do not; therefore they want to move away from it... What they are asking for is a fundamental change in Government policy," says E. L. Morris, Parliamentary Secretary to the Minister of Trade and Commerce

and Member for Halifax, in defending the Government's policy during the debate on the Department of Labour estimates (p. 8638).

The municipal winter works program, during the three winters it has been in operation, has provided an estimated 214,440 jobs; the number of man-days of work provided is estimated at 8,812,394, the Minister of Labour says during the debate on his Department's estimates (p. 8653). He outlines other measures put into effect by the Government to relieve unemployment.

Tables showing the federal Government's share of the capital and operating costs of various vocational training programs since and including 1957 are presented by the Minister of Labour, and printed in Hansard (p. 8683).

Tables showing payments to the provinces by the federal Government in connection with municipal winter works incentive programs during the years 1958 to 1961, inclusive, are presented by the Minister of Labour, and printed in Hansard (p. 8690).

Tables showing the numbers of unemployed persons given training in various trades from April 1, 1960 to March 31, 1961, in the cost of which the federal Government shared, are given by the Minister of Labour, and printed in Hansard (p. 8693).

Department of Labour estimates completed (p. 8706). (For details of items passed in committee of supply see p. 8711).

September 26—*Federal payments to provincial governments* under the Unemployment Assistance Act during each year from the inception of the Act in 1956 to 1961, inclusive, given in a table presented by the Minister of National Health and Welfare, and printed in Hansard (p. 8974). The total amounts paid were: 1956-57—\$7,875,568; 1957-58—\$8,233,125; 1958-59—\$23,933,534; 1959-60—\$40,166,426; and 1960-61—\$51,520,085.

September 27—*"Holiday pay* for Dominion Coal employees will be allocated on the basis of normal earnings for six-day work week." This was the answer sent on August 24 to an inquiry from the Phalen local of the United Mine Workers in Nova Scotia, regarding the reduction in unemployment insurance benefits during the week following the vacation period in the coal mines, the Parliamentary Secretary to the Minister of Labour says in reply to a question (p. 8976).

September 28—The fourth session of the 24th Parliament of Canada is prorogued (p. 9106).

20 Years of Unemployment Insurance

Unemployment insurance has been in operation since July 1, 1941. In the 20 years since, payments from the Unemployment Insurance Fund have totalled more than \$3,250,000,000. Payments now total more than \$400,000,000 each year

Unemployment insurance has been in operation in Canada since July 1, 1941. During the 20 years since the inception of the 1940 Act, cumulative payments from the Unemployment Insurance Fund have exceeded \$3,250,000,000. Annual payments now total more than \$400,000,000.

To mark the 20th anniversary of the insurance plan, the Dominion Bureau of Statistics included a special feature, "Twenty Years of Unemployment Insurance," in the *Statistical Report on the Operation of the Unemployment Insurance Act* for July. The LABOUR GAZETTE has published a monthly summary of the operation of the Act since the Act's inception.

During the 20 years, the insured population has almost doubled; the yearly total of initial and renewal claims has increased 100 times, the annual average of claimants at month-end 50 times, and total benefits paid in a year almost 1,300 times. Helped by the trend to higher earnings together with increases in benefit rates the average weekly benefit payment has more than doubled in the 20-year period.

Net revenue received by the Unemployment Insurance Fund has risen from \$28,500,000 in 1941 to \$157,400,000 in 1950 and to \$331,600,000 in 1960. The balance in the Fund reached \$921,200,000 at the end of 1953, dropped to \$896,600,000 at the end of 1954 and to \$890,900,000 at the end of 1955, then rose to \$926,800,000 at the end of 1956. Since then it has dropped to \$320,900,000 at the end of 1960 (see following story).

Insured Population

The insured population has risen from a total of 2,302,500 in 1942 to 2,618,600 in 1950 and to 4,109,600 in 1960. The number of claims per 1,000 insured workers has risen from 11.7 in 1942 to 439.2 in 1950, and to 657.1 in 1960.* During four of the ten years 1951-60 the claim rate has been

*The number of claims filed is not synonymous with the number of persons filing claims. In general, a claim is filed each time an insured person, confronted with a new period of unemployment, decides to apply for benefit. If he has benefit rights, a renewal claim will be taken; otherwise, it will be an initial claim. One person may therefore file several claims during the course of the year. Hence, the total number of claims would exceed the number of persons.

well above 600 per 1,000, and for two other years it was just short of 600.

Despite the increases in coverage† over the years, the insured population in 1960 accounted for roughly the same proportion of the non-agricultural paid worker segment of the labour force as in 1942 (80 per cent). This would indicate that increases in coverage have been offset by the growth of the numbers of non-insured workers. For example, marked expansion in employment has occurred in certain segments of the service industry, such as education and hospitals, where coverage is low. With the continuing trend to higher earnings, it is quite probable that a higher proportion of wage-earners is excluded because of the earnings ceiling, even though the ceiling has been raised to \$5,460. Another reason for the widening gap is the high unemployment rate for teenagers, for whom a low claim rate due to insufficient credits lessen the chance of their being included within the concept of the insured population. The annual total of initial and renewal claims, which was 26,900 in 1942, had risen to 1,150,200 in 1950 and to 2,700,400 in 1960.

Among the factors that have contributed to the continuing growth over the years in the claim rate are:

—The marked expansion in construction and trade, industries in which there is considerable seasonal fluctuations in employment, compared with the more moderate rate of growth in manufacturing, in which employment is more stable.

—The substantial increase in the number of women employed, especially married women, along with the expansion of the service industries, married women comprise a little more than half the female insured population, but in 1959, for example, married women accounted for 61 per cent of the regular benefit periods terminated, and 67 per cent of the weeks paid in respect of females. They are also on the average, employed for shorter periods than other women.

†Several of the groups to which coverage has been extended, such as seamen, longshoremen and fishermen, although of some significance from the claims standpoint, are small in relation to the total insured population. Even the loggers, the largest group brought into the scheme, hardly account for 2 per cent of the paid workers.

—The extension of coverage to persons engaged in seasonal industries such as logging, fishing and inland water transportation.

—The introduction of seasonal benefit.

Claimants at Month-end

The yearly average of the number of claimants reporting to local offices of the National Employment Service on the last working day of each month has risen from a monthly average of 10,000 in 1944 to an average of 149,000 in 1949, to 188,000 in 1950—the year in which supplementary or seasonal benefit was first paid—and to 518,000 in 1960. The movement in the number of claimants has been influenced partly by economic factors, but also by the terms of the Act and its regulations.

The markedly seasonal character of the claim intake is reflected in the sharp rise that occurs during the fall and winter months each year. The contracting phases of the business cycles, 1948-49, 1953-54, 1957-58 and 1960, were reflected in a substantial rise in the claim load. Beginning with the winter 1957-58, the peak claim load has occurred in December; prior to that winter, it was in January. To some extent this is associated with the beginning of the payment of seasonal benefit in December rather than in January, as it was prior to 1957-58. The month of lowest claim fluctuates between July and August.

The total amount of benefit paid per year has increased from \$370,000 in 1942 to \$98,980,000 in 1950 and to \$481,840,000 in 1960.

During the period, the average weekly benefit payment has risen from \$10.82 in 1942 to \$14.18 in 1950 and to \$22.32 in 1960.

Increases in benefit payments over the years are a function of several influences. These include: higher claim loads; increases in benefit rates, together with the trend to higher earnings; amendments to the Act, such as an extension of the period during which seasonal benefit is paid; and the inclusion of new groups whose claim rate is likely to be high, e.g., loggers and fishermen.

Owing to seasonal fluctuations in employment, chiefly of males, many of whom draw at the higher rates, the number of claimants and the total amount of benefit paid vary widely from one month to another within the same year.

In 1944, the first year for which there is a complete record, the number of claimants ranged from 4,000 in July to 19,000 in December. In 1948, the minimum number

was 47,000 in September, and the maximum was 153,000 in February. In 1950, with seasonal benefit in effect, the minimum was 89,000 in September, and the maximum 368,000 in March. By 1960 the minimum and maximum had risen from 280,000 in August and September to 823,000 in March respectively.

During 1942, the total benefit paid each month varied from \$30,000 in March and in several other months, to a maximum of \$50,000 in May. During 1948 it ranged from \$1,690,000 in September to a maximum of \$6,630,000 in March. During 1950, with seasonal benefit in effect, it varied from a minimum of \$3,570,000 in October to a maximum of \$16,640,000 in March. In 1960, the minimum was \$19,700,000 in July, and the maximum \$74,850,000 in March.

These figures should be considered in the light of the main amendments to the Act.

Unemployment Insurance Act

The original Unemployment Insurance Act, given Royal Assent on August 7, 1940, was fundamentally revised effective October 2, 1955. The Act is compulsory, and until April 1, 1957, applied only to persons engaged under a contract of service. The extension of coverage to the fishing industry on April 1, 1957, however, brought under the Act not only fishermen who worked under a contract of service, but also those who worked as "lone workers" or "self-employed." Coverage within the fishing industry is thus more comprehensive than in any other industry.

A complete list of the occupations excluded from coverage is contained in the Act. These include such employments as agriculture, domestic service, school teaching and employment on other than an hourly, daily, piecework or mileage basis with annual earnings exceeding \$5,460. Persons employed on an hourly, daily, piecework or mileage basis are insured regardless of the level of their earnings.

Equal contributions are required from employers and employees, the specific amount varying with the employee's weekly earnings. The federal Government contributes an additional one fifth of this total and pays administration costs.

The weekly benefit rate is related to the weekly contribution, which varies between defined earnings classes. In this way, the insurance payment is related to the loss incurred by the insured person. Weekly contributions for employees range from 10 cents where weekly earnings are under \$9 to 94 cents in respect of earnings of \$69 and over. Maximum weekly benefit rates

are \$27 to individuals claiming at the single person rate and \$36 for those with a dependent. The duration formula allows one week of benefit for every two contribution weeks within the two years previous except where a second claim follows within two years, in which case the duration is somewhat reduced. An allowable earnings feature provides that where earnings in a week exceed 50 per cent of the claimant's benefit rate, his weekly benefit payment is reduced by this excess.

Under the seasonal benefit provisions of the Act, the regular contribution requirements are relaxed somewhat during a 5½-month period, beginning with the first week of December each year. This permits workers unable to fulfil the normal requirements for benefit to draw seasonal benefit if they have at least 15 weeks in insured employment during the fiscal year, or have terminated benefit since the previous mid-May. A claimant who draws the maximum duration in December on regular benefit (52 weeks) and then qualifies for seasonal benefit at the opening of the period may have benefit extended for another 24 (or 25) weeks, or an over-all 76 (or 77) weeks, provided, of course, he fulfils the other conditions for the receipt of benefit.

Amendments

Since the Act was passed the following amendments to the Act and changes in the regulations have been made:*

—Coverage extended to employment in transportation by air, by order-in-council dated August 1, 1945.

—Coverage extended to professional nurses, other than those employed on private duty, by order-in-council dated August 21, 1945, with effect September 3, 1945.

—Coverage extended to employment in lumbering and logging in British Columbia, by order-in-council dated May 28, 1946, with effect August 1, 1946.

—Coverage extended to employment in transportation by water, by amendment to the Act in 1946, with effect October 1, 1946 (L.G. 1946, p. 1468).

—Employees paid on a weekly basis excluded if earnings more than \$3,120, by amendment to the Act, October 1, 1946 (L.G. 1946, p. 1469).

—Ceiling for employees paid on a monthly basis raised from \$2,400 to \$3,120 by order-in-council dated December 3, 1947, with effect January 1, 1948 (L.G. 1947, p. 1813).

*The LABOUR GAZETTE references in parentheses are to reports of the changes published at the time of the change.

United States unemployment insurance benefits are inadequate to meet the objectives of the unemployment insurance program, U.S. Secretary of Labor Arthur J. Goldberg has said in a letter to the Chairman of the House Ways and Means Committee.

Enclosing a copy of a study of unemployment benefit adequacy made in six states between 1954 and 1958, the Secretary pointed out that the surveys found that "the average weekly benefit of the claimant who was head of a family of four amounted to no more than 78 per cent, and sometimes as little as 56 per cent" of the money needed for such absolute necessities as food, shelter, clothing, utilities, and medical care.

"In none of the surveys made did the average weekly benefit cover as much as half of the average weekly outlay for all expenses on the part of such families," Secretary Goldberg wrote.

—Coverage extended to stevedores by order-in-council dated February 24, 1948, effective April 1, 1948 (L.G. 1948, p. 416).

—Amendments to Act provide new contribution and benefit rates and establish a new class of insured persons, effective October 4, 1948 (L.G. 1948, p. 1140).

—Unemployment insurance and the services of the National Employment Service automatically become available to the people of Newfoundland when the new province entered the Confederation on March 31, 1949 (L.G. 1949, p. 394).

—Coverage extended to skilled tradesmen employed on farms at their own trade and to construction tradesmen temporarily employed by hospitals and charitable institutions, by order-in-council dated December 13, 1949, effective December 28, 1949 (L.G. 1950, p. 230).

—Coverage extended to employees in lumbering and logging other than in British Columbia, by a Special Order gazetted March 22, 1950, with effect April 1, 1950.

—Contribution and benefit rates amended, and ceiling for salaried employees raised from \$3,120 to \$4,800 a year, by amendments to the Act passed by Parliament on February 28, 1950, to come into effect on July 3 of the same year (L.G. 1950, p. 791).

—Benefit rates increased by amendment to the Act that received the Royal Assent on July 4, 1952, with effect on that date (L.G. 1952, p. 1195).

—Coverage extended to printing tradesmen on weekly rate, regardless of earnings, by order-in-council dated July 16, 1953, effective August 1, 1953.

—Benefit made payable during illness, injury or quarantine for persons unemployed at time disability occurred, by amendment to the Act, with effect August 3, 1953 (L.G. 1953, p. 1116).

—Coverage extended to landscape gardeners, unless employed mainly in nurseries, by order-in-council dated December 29, 1953, effective March 1, 1954.

—Act revised October 2, 1955. Maximum duration of benefit reduced from 52 to 36 weeks (L.G. 1955, p. 1021).

—Act amended on August 8, 1956, to enable coverage to be extended to fishermen, and Section 45 (2) amended to provide that only 24 of the required 30 contribution weeks need be in the past 50 weeks, or since the beginning of the last benefit period, whichever period is longer (L.G. 1956, p. 1120).

—Contributions to the Unemployment Insurance Fund by commercial fishermen to

begin on April 1, 1957, and consideration of applications for benefit to begin on January 1, 1958; changes approved by order-in-council dated March 28, 1957 (L.G. 1957, p. 608).

—Married women's regulations (Section 161 of the Act) rescinded by order-in-council, effective November 17 (L.G. 1957, p. 1503).

—Ceiling for salaried employees raised from \$4,800 to \$5,460, contribution rates increased, and maximum duration of regular benefits raised again from 36 to 52 weeks, by amendment to the Act on July 8, with effect September 27, 1959 (L.G. 1959, p. 899).

Report of Unemployment Insurance Advisory Committee for Year Ended March 31, 1961

Committee quotes Actuary's forecast of a further severe drop in Unemployment Insurance Fund in 1961-62. Fund likely to be exhausted sometime early in 1962

There will probably be a further severe drop in the Unemployment Insurance Fund in 1961-62, and the Fund is likely to be exhausted by early in 1962—at the latest by the end of the next seasonal benefit period, May 15, 1962. This statement, taken from the report of the Assistant Superintendent of Insurance and Senior Actuary, is repeated by the Unemployment Insurance Advisory Committee in its annual report for the year ended March 31, 1961, which was tabled in the House of Commons on September 7.

The Committee reports that the balance in the Fund at March 31, 1961 was \$184,685,000, compared with a balance of \$365,892,000 at the end of the 1960 fiscal year, \$499,811,000 at the end of 1959, and \$744,200,000 at the end of the 1958 year.

The report quotes the Actuary's estimate that the increase in revenue that will be required to maintain the Fund balance, if the unemployment insurance plan is unchanged and assuming that the experience of the period 1957-61 is typical of what may be expected in the next two or three years, will be between 50 and 60 per cent.

The Committee recommends that until such time as amendments to the Unemployment Insurance Act designed to restore the Fund to a sound basis are put into effect, the Government should guarantee the solvency of the Fund, and that "whatever sums

are required for this purpose be provided by way of grants."

The Committee again takes the Actuary's authority for the statement that most of the changes in the coverage, contribution and benefit provisions made since the Act was revised in 1955 have tended to increase the costs to the Fund. The increase in revenue provided by the 1959 amendments that raised the contribution rates and the wage ceiling "would have more than offset the cost of these changes had unemployment remained at the level which was used in the calculations relating to the 1955 revision," the report says. "However, changes in the level of unemployment have so increased the benefit load that there is now a large shortfall between average annual revenue and average annual benefit payments.

"The necessity for a careful review of the seasonal benefit provisions of the Act in connection with the proposed amendments thereto is underlined by the discussion on seasonal employment and seasonal benefits contained in the (Actuary's) report."

The Actuary points out the difficulty of maintaining the unemployment insurance plan on a sound basis as long as seasonal benefit is integrated with the scheme. He advises the financing of these special benefits, if they are to be continued, from some

source other than the Unemployment Insurance Fund, since their nature is more that of unemployment assistance than that of unemployment insurance.

The Advisory Committee's report refers to the announcement by the Minister of Finance, in his budget statement to the House of Commons on June 20, of the Government's intention of arranging for the taking over by the Treasury at book values of the entire portfolio of the Unemployment Insurance Fund.* In exchange, the

Fund would acquire interest-bearing, but non-marketable bonds that would be redeemable by the Government as required, on 30 days' notice.

This course of action should save the Fund the loss of several million dollars through the sale of bonds during the present fiscal year, the Committee remarks. It goes on to suggest that the Government should consider establishing a minimum rate of interest on these non-marketable bonds.

The report is reprinted in full below.

REPORT OF THE UNEMPLOYMENT INSURANCE ADVISORY COMMITTEE FOR THE YEAR ENDED MARCH 31, 1961

To His Excellency the Governor General in Council:

The Unemployment Insurance Advisory Committee has the honour to report as follows:

Section 89 (1) of the Unemployment Insurance Act requires the Committee to report not later than July 31, each year, on the financial condition of the Unemployment Insurance Fund as at the preceding March 31.

The Committee met on July 18, 1961, and received and considered the following reports:

(a) from the Unemployment Insurance Commission, financial and statistical statements for the fiscal year ended March 31, 1961

(b) from the Assistant Superintendent and Senior Actuary, Department of Insurance, a report on the prospective state of the Unemployment Insurance Fund;

(c) from the Dominion Bureau of Statistics, a tabulation of 1960 benefit statistics;

The Committee reports that the balance in the Unemployment Insurance Fund as at March 31, 1961, was \$184,685,000.

This compares with the balance in the Fund at the end of each of the three preceding fiscal years as follows:

1961	\$184,685,000
1960	\$365,892,000
1959	\$499,811,000
1958	\$744,200,000

The following additional statistics provided in the financial statements of the Unemployment Insurance Commission are of particular interests (See Table below):

The speech from the Throne delivered at the opening of the most recent session of Parliament on November 17, 1960 included an announcement of the intention of the Government to place before Parliament for approval, amendments to the Unemployment Insurance

UNEMPLOYMENT INSURANCE FUND

	1961	1960	1959	1958
	(in thousands of dollars)			
(1) Balance at Credit of Unemployment Insurance Fund ..	184,685	365,892	499,811	744,200
(2) Increase or decrease in balance from previous year ..	-181,207	-133,919	-244,389	-134,241
Contributions from employers and employees	275,273	228,616	186,438	188,714
Contributions for Armed Service Personnel			49	465
Contributions from the Government of Canada	55,055	45,723	37,097	37,836
Amounts collected—				
In fines .....			.5	.6
In penalties	63	52	47	46
Interest on investments	9,980	16,855	21,725	23,776
Profit or loss on sale of securities	L- 7,269	L- 8,414	L-10,155	
Interest paid on loans	403	1,517		
Total net revenue	332,698	281,315	234,242	250,837
Ordinary benefit payments	406,728	320,970	362,156	327,841
Seasonal benefit payments	107,178	94,264	116,475	57,237
Excess of Revenue over expenditure	-181,207	-133,919	-244,389	-134,241
Fishing Coverage—				
Contributions from employers and employees	1,122	907	775	718
Contributions from Govt. of Canada	224	181	155	144
Benefit payments	11,785	11,024	10,235	5,438

OTHER STATISTICS

	1961	1960	1959	1958
No. of initial claims for Unemployment Insurance received ..	1,814,000	1,742,000	1,791,000	1,683,000
Average No. of benefit weeks paid	16.4	16.0	17.3	15.5
Average weekly rate	\$ 23.12	\$ 21.43	\$ 21.28	\$ 21.21

*Announcement that the Government had taken this action was made on October 2.

Act to safeguard the basic purpose of the Act, to strengthen the Fund and to correct abuses which have developed in practice.

In furtherance of the above, the Prime Minister announced on July 17 the appointment of a special Committee of four members under the Chairmanship of Mr. E. C. Gill, President of the Canada Life Assurance Company, to review the operations of the Unemployment Insurance Act and to study and report on measures needed to deal with seasonal winter unemployment and to correct any abuses or deficiencies it may find in the insurance plan.

In the circumstances, the Advisory Committee does not consider it appropriate to make recommendations in relation thereto.

The Committee recommends, however, that the Government guarantee the solvency of the Fund until such time as amendments are made, and given effect to, for restoring it to a sound basis, and that whatever sums are required for this purpose be provided by way of grants. The urgency for such action is made apparent from statements contained in paragraphs numbered 26 and 27 of the Report of the Assistant Superintendent of Insurance and Senior Actuary. In these paragraphs it is pointed out that there will probably be a further severe drop in the Fund in 1961/62 and that the Fund is likely to be exhausted by early in 1962—at the latest by the end of the next seasonal benefit period, May 15, 1962.

In paragraph 29 the Actuary indicates his estimate of the increase of revenue that would be needed to maintain the Fund in balance on the basis of the existing plan, if it be assumed that the experience of the period 1957/61 is typical of what can be expected in the next two or three years. This estimate of the revenue increase thus required would be between 50 and 60 per cent.

Paragraphs 13 and 14 of the report contain a summary of the principal changes in the coverage, contribution and benefit provisions which have been made since the Act was revised in 1955. In paragraph 15 the Actuary points out that most of these changes have tended to increase the costs. The increase in revenue provided by the 1959 amendments in contribution rates and in the raising of the wage ceiling would have more than offset the cost of these changes had unemployment remained at the level which was used in the calculations relating to the 1955 revision. However, changes in the level of unemployment have so increased the benefit load that there is now a large shortfall between average annual revenue and average annual benefit payments.

The necessity for a careful review of the seasonal benefit provisions of the Act in connection with the proposed amendments thereto is underlined by the discussion on seasonal employment and seasonal benefits contained in the same report (see Appendix thereto). It will be noted that in the Appendix the Actuary analyses the specific nature of the seasonal benefit provisions, classes A and B; the impact of both classes on the Fund;

the reasons for this; and the probable results of withdrawing either class A or class B type of seasonal benefit. He indicates the difficulty of maintaining the unemployment insurance plan on a sound basis so long as seasonal benefit is integrated with the scheme, because of the incompatibility of seasonal benefit with the regular insurance scheme. He comments particularly on the high cost of these benefits and their growing importance relative to regular benefits. He also draws attention to the desirability of financing these special benefits, if they are to be continued, from some source other than the Unemployment Insurance Fund, as their nature is more that of unemployment assistance than that of unemployment insurance.

The Report of the Senate Committee on Manpower and Employment, as to recent trends and developments of the Canadian economy as they affect manpower and employment, including the research studies prepared for that Committee on the Canadian labour market in the 1950's and years ahead, on employment trends and changes, and concerning the characteristics of the unemployed, provides a fund of knowledge in relation to the labour force of a nature which in breadth and depth has not been available for use in the shaping of earlier revisions of the insurance scheme.

The Minister of Finance in his budget statement to the House of Commons, June 20, 1961, announced that "the entire portfolio of the Unemployment Insurance Fund will, in due course, be taken over by the Treasury at book values and in exchange the fund will acquire interest bearing but non-marketable bonds which may be redeemed by the Government as required on 30 days' notice. The direct Government of Canada bonds presently held by the Fund will then be cancelled, and the Government guaranteed bonds will, in due course, be traded to the Bank of Canada in exchange for equivalent Government bonds which will thereupon be cancelled."

The course of action so proposed should, *inter alia*, avert the loss of several million dollars to the Fund during the current fiscal year which would otherwise be incurred by reason of the necessity of selling securities owned by the Fund to meet the obligations of the Fund in that period.

The Committee would respectfully suggest that the Government consider establishing a minimum rate of interest on these non-marketable bonds.

The Committee wishes to express its deep appreciation to the Unemployment Insurance Commission, to Mr. Humphrys, Assistant Superintendent of Insurance, and Mr. J. Kroeker, Senior Actuary, Department of Insurance, and to the Dominion Bureau of Statistics for the full reports provided and other assistance accorded to the Committee in its work.

Respectfully submitted,

(Sgd.) A. H. BROWN,
Chairman.

July 18, 1961.

Changes in 1961 in Provincial Laws

Affecting Wages, Hours and Vacations

Two new laws affecting wages enacted and three existing statutes amended. New Brunswick adopts equal pay law. Saskatchewan enacts a new wage protection law

During the 1961 sessions of the provincial legislatures two new laws affecting wages were enacted and three existing statutes were amended. New Brunswick adopted an equal pay law and amended its Fair Wage and Hours of Labour Act. Saskatchewan enacted a comprehensive new wage protection law, the Employees' Wage Act, 1961, and strengthened the enforcement provisions of its Wages Recovery Act.

Other 1961 enactments in the labour standards field were an amendment to the Newfoundland Exploits Valley (Closing Hours) Shop Act and the British Columbia Annual Holidays Act.

N.B. Equal Pay Law

The New Brunswick Female Employees Fair Remuneration Act, which came into force on September 1, has the same basic purpose as the seven other provincial equal pay statutes: to prevent discrimination in rates of pay solely on the basis of sex. The Act prohibits an employer or his agent from paying a female employee at a rate of pay less than the rate paid to a male employee "for the same work done in the same establishment." A difference in rates of pay based on any factor other than sex does not constitute a failure to comply with the legislation.

It is specifically stated that the provisions of the Act supersede the provisions of a collective agreement that are inconsistent with those in the Act.

Like other provincial Acts, the New Brunswick equal pay legislation has a broad coverage, applying to all types of employment. Like the Saskatchewan and Manitoba Acts, it binds the Crown in right of the the Province.

The enforcement procedures are similar to those in the other provinces, with the emphasis on investigation, conciliation and persuasion. An aggrieved person may initiate action by filing a written complaint with the Minister of Labour, who may assign a conciliation officer to investigate the complaint. If the officer is unable to effect a settlement, the Minister is authorized to appoint a commission to conduct an inquiry and make recommendations. On receipt of the commission's report, the Minister is empowered to issue whatever order he

deems necessary to carry out the commission's recommendations. Any person who fails to comply with the Act or with any order made under the Act is guilty of an offence and, on summary conviction, is liable to a fine of up to \$100.

N.B. Fair Wages Act

The New Brunswick Fair Wages and Hours of Labour Act, which formerly required contractors engaged in provincial government construction work to observe an eight-hour day and a 44-hour week except where hours were extended with the permission of the Lieutenant-Governor in Council or where the Minister of Labour declared an emergency, was amended to remove the daily limit on hours. As a result, such contractors may now require their employees to work longer daily hours provided the 44-hour weekly limit is not exceeded.

Saskatchewan's New Act

The Saskatchewan Employees' Wage Act, 1961, which went into force on July 1, replaced the Workmen's Wage Act, a statute dating back to 1913.

The new Act incorporates, with some changes, some of the provisions of the former Act, such as those relating to method of payment, deductions and wage recovery. It also introduces a number of important new features, among which are provisions providing for the bonding of contractors who have been convicted of failure to pay wages and making prime contractors responsible for ensuring that wages owed by their subcontractors have been paid in full.

The new Act permits payment of wages by cheque but makes it an offence for an employer to issue a cheque in payment of wages that is not honoured by the bank upon which it is drawn. It lays down rules regarding inspection, records and penalties similar to those contained in other recent labour statutes, enabling the Department of Labour to investigate wage claims and endeavour to collect the wages due.

The Employees' Wage Act has a broader coverage than the former legislation, applying to all employees subject to an order of the Saskatchewan Minimum Wage Board.

This means that it covers almost all employees except farm workers, domestic servants and persons employed in a managerial capacity. The Act also states that it applies to contracts and agreements made outside Saskatchewan in respect of service or labour performed in the province. The Workmen's Wage Act did not apply to salaried workers paid on a monthly basis, and excluded municipal corporations.

Under the new legislation, an employee, when hired or at any time during his employment, may request his employer to give him a written statement showing the name and address of the employer, the name of the employee, full details respecting the basis of calculation of the employee's wages, and the date of commencement of employment.

The original Bill would have required employees hired on an hourly, daily or weekly basis to be paid every seven days. Because of the objections raised, however, the provisions respecting frequency of payment were amended in passage to permit existing wage payment practices to be continued, subject to certain exceptions.

The Act stipulates that unless authorized by the Minister, an employer may not pay wages less frequently or later in relation to the period in which wages are earned than he paid wages immediately before March 1, 1961. It further provides that, upon the request of a majority of employees hired on an hourly, daily or weekly basis in a designated unit, the employer must adopt a weekly pay period and, every seven days, pay all wages owing up to within six days of such earning period. In case of dispute, the Minister has exclusive authority to determine whether a request is valid or a unit is appropriate. In addition, the Lieutenant-Governor in Council is empowered to exempt employers in any specified class or classes of employment from these provisions.

New employers, that is employers who began to employ workers after March 1, 1961, must pay their employees at least semi-monthly or every 14 days. The Minister may exempt individual employers from this provision or from the provisions respecting payment on termination described below, or the Lieutenant-Governor in Council may issue an order exempting employers in a specified class of employment.

Hourly or daily rated employees whose services are terminated because of work shortage must be paid in full on the date of termination. All other employees must receive all wages owing to them within five regular working days after the date of termination.

The Act provides that, at the employer's discretion, wages must be paid during working hours or delivered or mailed to the employee's residence. An employee who is absent from work on pay day is entitled to payment at any reasonable time on demand.

Like the earlier legislation, the Employee's Wage Act stipulates that all wages must be paid in Canadian currency or by cheque drawn upon a chartered bank or credit union. The original bill provided for a certified cheque but this provision was deleted in passage and a new provision substituted making it an offence to issue a cheque in payment of wages that cannot be honoured. As a result, an employer who issues a NSF cheque as wage payment may be prosecuted and fined.

In case of a dispute over wages, the employer is required to give the employee a written notice setting out the amount admitted to be due and to pay that amount to the employee unconditionally. The Act makes it clear, however, that acceptance by an employee of such a payment does not constitute a waiver of the remainder of the amount claimed by him.

The new Act provides that, in the event of a work stoppage, the employer must pay any wages owing on the regular pay day. A provision introduced during passage, however, gave the Minister authority to waive this rule in cases where the employer is unable to comply for reasons beyond his control.

An important new provision makes a prime contractor engaged in construction and demolition responsible for ensuring that the wages owed by subcontractors have been paid in full. A prime contractor is required to include in any contract with a subcontractor a provision to the effect that employees of the subcontractor are to be paid the wages to which they are entitled. If the subcontractor defaults, the prime contractor is liable for payment of wages to the extent of the work or services performed. A provision added during passage, however, gave the Lieutenant-Governor in Council authority to exempt any specified class or classes of employment from this provision or to extend its application.

Another significant provision not in the earlier legislation was designed to give employees additional protection against defaulting employers. It states that, at the request of the Minister, an employer who has been convicted under this Act or any other legislation of failure to pay wages must post a guarantee bond or other equivalent security acceptable to the Minister.

No amount is stipulated but the bond or security must be maintained for the period specified by the Minister.

The provisions respecting recovery of wages and deductions are similar to those in the Workmen's Wage Act. An employee is entitled to recover any unpaid wages in the manner provided for by law or by any other lawful means. At the same time, the Act stipulates that, in any proceedings for the recovery of wages, the employer may not claim any reduction of the employee's demand by reason of any goods delivered to him on account of wages. He is also prohibited from bringing an action against an employee in respect of goods sold, delivered or supplied to the employee while in his employment on account of wages.

In the case of voluntary purchases, an employer is again permitted to make deductions for goods purchased, to claim a reduction in any wage claim or to bring an action for amounts owing on such purchases.

The new Act also makes it clear that all lawful deductions are permitted.

The Act contains several new provisions designed to ensure an employee of his rights. One states that an agreement to deprive an employee of any right or benefit under the Act is void; another forbids an employer to ask for or to accept a rebate of any wages paid under a contract of employment or under this legislation.

An employer is also prohibited from discharging, threatening to discharge or in any way discriminating against an employee for testifying in any investigation or for giving any information to the Minister or his authorized representative.

Unlike the Workmen's Wage Act, which was not enforced except on complaint, the new Act sets out positive enforcement procedures similar to those in other recent labour statutes of the Province. Every employer must keep in each place of business in the province records showing particulars of every unwritten contract of employment, a copy of every written contract of employment, collective agreement or other document dealing with wages, and the following information in respect of each employee: (1) the date and particulars of any change in the contract of employment; (2) the total wages paid for each week or other pay period; (3) the total number of hours at the disposal of the employer each day and each week; (4) deductions from wages, giving particulars, (5) the date of each payment of wages. These records may be incorporated in any record required under any other provincial law unless the

Minister prescribes a special form. Records are to be kept for at least two years and must be made available for inspection upon request.

The Act empowers the Minister or his authorized representative to enter premises; to inspect contracts of employment and all payrolls, or other records relating to contracts of employment; to take extracts; to require an employer to verify entries by statutory declaration or otherwise; and to order any person to furnish, within a specified time and in an acceptable form, information that in any way relates to a contract of employment.

Any person who contravenes the legislation, who deliberately falsifies statements or who obstructs an inspector in the course of his duties is guilty of an offence and, on summary conviction, is liable to the penalties provided. For a first offence the penalty is a fine of from \$25 to \$100 or, in default of payment, 10 to 30 days imprisonment; for each subsequent offence, a fine of from \$50 to \$200 or, in case of non-payment, 30 to 90 days imprisonment.

In addition to the fine, an employer who has been convicted of failure to pay wages must pay any unpaid wages to the convicting magistrate who, in turn, must pay this amount to the employee. If the employer fails to pay the money ordered, he is guilty of a violation of the Act.

The time limit for prosecutions is one year from the commission of the alleged offence.

Provision is also made for the collection of wages by Department of Labour inspectors. If in the course of his regular duties an inspector finds that an employer has failed to pay proper wages, he may determine the amount owing and, if the employer and the employee agree as to the amount, the employer must pay that sum within two days to the Deputy Minister of Labour, who, in turn, will pay the amount to the employee. An employer who complies with such an assessment order is not liable to prosecution.

If an employee cannot be located, the sum collected is placed in a special account and, if not claimed within two years, becomes part of the Consolidated Revenue Fund.

The Act also makes it clear that no civil or other remedy for the collection of wages that employees have against their employers is in any way abridged by the provisions of the Act, except in so far as a complaint

has been dealt with by an order under the Act or except where an employer has made voluntary restitution.

Wages Recovery Act

Another Saskatchewan law dealing with wages, the Wages Recovery Act, which provides a summary procedure for the recovery of unpaid wages, was amended. Under this Act an employee may file a claim with a magistrate, who, if he finds the claim a valid one, may order the employer to pay the wages owing, together with costs. Previously the Act authorized the magistrate to issue a distress warrant but did not specify how such an order was to be enforced. This provision was dropped and a new one substituted which states that, in case of non-compliance, the magistrate may, upon the request of the complainant, file a certified copy of the order in the district court at the judicial centre nearest to the employer's place of residence, following which the order becomes enforceable as an order of the court. This means that goods may be seized for non-payment of wages in accordance with the rules of the court.

Newfoundland Hours Law

In Newfoundland, the Exploits Valley (Closing Hours) Shop Act, which fixes opening and closing hours of shops in the Exploits Valley and, subject to certain exceptions, limits hours of shop employees to 40 in the week, was amended to restore, with some changes, a provision repealed last year that authorized the Minister to vary closing hours.

Under the new provisions, the Minister may again vary opening and closing hours provided certain other provisions of the Act are complied with, namely, the prescribed holidays are observed, no deliveries are made after 10 p.m., and employees are not required to be on duty for more than five consecutive hours at a stretch nor more than 40 hours in a week except in accordance with the exceptions provided in the Act.

B.C. Holidays Act

An amendment to the British Columbia Annual Holidays Act made it clear that holiday pay is to be included in the wages for a year and must be taken into account when calculating holiday pay or pay in lieu of holidays.

Ontario Draft Bill on Portable Pensions

Bill would make it compulsory for employers of 15 or more persons to establish pension plan meeting minimum standards, make membership mandatory for all their employees 30 years old and over, and require vesting of employer contributions

The Ontario Government has made public a draft bill on portable pensions.

Issued on August 14, the bill would make it compulsory for employers in Ontario of 15 or more persons to establish, by 1965, a pension plan meeting certain minimum standards. Membership in such plans would be mandatory for all of their employees 30 years old and over.

The bill, prepared by the Ontario Committee on Portable Pensions, also would make provision for preserving pension benefits when employees change jobs.

The bill represents the results of more than a year's study by a six-member Committee appointed by Premier Frost on April 7, 1960 "to study and make recommendations for strengthening the existing program of pensions and removing impediments to the employment of the older worker."

The special Committee on Portable Pensions consisted of R. M. Clark, Professor of Economics, University of British Columbia; R. E. G. Davis, Executive Director

of the Canadian Welfare Council; C. E. Hendry, Director of the School of Social Work, University of Toronto; J. A. Tuck, General Counsel of the Canadian Life Insurance Officers' Association; D. C. MacGregor, Professor of Political Economy, University of Toronto, and G. E. Gathercole, Ontario Deputy Minister of Economics. The last two acted as Joint Chairmen.

The first result of its work, the *Summary Report on Portable Pensions*, was submitted to the Government on February 10, 1961, and set out a number of methods by which pension plans for employees could be improved.

The Committee's conclusion was that the usefulness of employee pension plans would be increased by greater preservation of pension benefits as a worker moves from job to job, and that such portability could be achieved if, when an employee leaves his job, the employer's contribution were required to be vested in him, and if restrictions were placed on refunding the employee's contributions to him in cash.

The Committee also stressed the need for government supervision of pension plans to ensure that they are adequately financed and effectively administered, recommending as a minimum that basic information on a plan should be filed in a government office and made available to employees seeking information, and that an actuarial certificate of the status of the plan should be required every few years.

On February 15, 1961, the Committee appeared before a Special Committee of the Ontario Legislature and presented further explanations and information on the subject of portable pensions.

On February 17, Premier Frost announced in the provincial Legislature that he had directed the Committee to prepare a draft bill "designed to increase portability and to improve and extend the benefits of pension plans and the security of sums supporting them." He added that the Government had engaged the services of John T. Macdonald, the lawyer who had acted as legal counsel in the drafting of the Ontario Hospital Services Act, and that he, together with legal counsel from the Attorney General's Department, would work in close collaboration with the technical Committee on Portable Pensions.

The Premier said also that while the draft bill was being prepared, discussions would be carried on with the federal Government, in particular the federal Departments of Finance and National Revenue, as well as with the other provinces, with a view to informing them of the progress made and the objective of the Committee.

As soon as the draft bill was drawn up, it would be made available to members of the Legislature, other governments, and all interested organizations and individuals, the Premier said. Every effort would be made to ensure the fullest possible discussion of the implications, the costs and the benefits of the proposed legislation. The draft bill was accordingly distributed in August.

The draft bill submitted by the Committee on Portable Pensions is entitled "An Act to provide for the Extension, Improvement and Solvency of Pension Plans and the Portability of Pension Benefits" or, in short, "The Pension Benefits Act."

The bill provides for the establishment of a regulatory body to be known as the Pension Commission of Ontario and also proposes that a Central Pension Agency be set up to deal with small pension credits. It sets forth a timetable for the filing of information returns concerning all pension plans in operation in Ontario, and for the registration of qualified registered pension plans for the provision by January 1, 1965 of pension benefits for all covered employees of mandatory groups in Ontario.

Under the proposed bill, all registered pension plans would be required to provide for vesting of employer contributions on a graduated basis beginning at age 30 and for parallel restrictions on cash withdrawals of employee contributions. Also, membership in such plans would be compulsory at age 30.

Penalties would be imposed for violations of the legislation and appeals to the Supreme Court of Ontario would be permitted where registration was refused.

COVERAGE

The draft bill would require the provision of pension coverage for all covered employees of a mandatory group. "Mandatory group" is defined in the bill as a group of 15 or more resident employees employed by the same employer or by two or more employers not dealing with each other at arm's length under the Corporations Tax Act.

To be entitled to coverage, employees would not only be required to be members of a group of 15 or more employees of all ages but would also have to meet certain residence and age requirements. Employees (the term includes an officer of a corporation as well as apprentices and persons engaged on a full-time or part-time basis) would have to be residents of Ontario or

residents of a province with similar pension legislation. Ontario residents posted to foreign duty would be included, however, but transient labour, temporary visitors and tourists would be excluded. Employees would also be required to be 30 years of age or over.

The term "employer" covers any person, partnership, firm, association, institution or other organization carrying on business in Ontario and includes the Crown in Right of Canada and in Right of Ontario and any agent of Her Majesty.

Provision is also made in the bill for coverage of non-mandatory groups, that is, groups with fewer than 15 employees, if the employer elects to register his plan.

PENSION COMMISSION OF ONTARIO

The draft bill provides for the establishment of a regulatory body, the Pension Commission of Ontario, which would be responsible for the administration and enforcement of the legislation. The Commission would be comprised of from five to nine members appointed by the Lieutenant Governor in Council, one of whom would be designated chairman and another vice-chairman. Members would hold office during pleasure.

As well as being responsible for the registration of pension plans, the Pension Commission would be empowered to withdraw certificates of registration where the pension plans failed to meet such solvency tests as may be prescribed in the regulations or otherwise ceased to qualify for registration. It would also be authorized to promote the establishment, extension and improvement of pension plans throughout Ontario; to conduct surveys and research programs and to obtain statistics for purposes of the Commission; to impose fees for registration and supervision of pension plans, and, with the approval of the Lieutenant Governor in Council, to enter into agreements with the authorized representatives of other Provinces and of the Government of Canada to provide for the reciprocal payment and receipt of pension benefit credits and for the reciprocal audit and inspection of pension plans.

The chief administrative officer would be the Superintendent of Pensions, who would

be appointed by the Commission. Every person entrusted by the Commission with the custody or control of money would be required to post security as provided in the Public Officers Act.

The Commission would be required to submit an annual report to the responsible Minister, who, in turn, would have to file a copy with the Lieutenant Governor in Council and another with the Legislative Assembly.

The books and records of the Commission would be examined annually by the Provincial Auditor or other auditor designated by the Lieutenant Governor in Council.

Subject to the approval of the Lieutenant Governor in Council, the Commission would be given authority to make regulations, which could include regulations: (1) respecting methods of computing pension benefit credits and resulting pension benefits; (2) prohibiting or restricting the making of pension plan contracts that provide for less favourable pension benefits than those provided by a pension plan qualified for registration under the proposed Act; (3) defining the circumstances under which an employer may be required to pay credits to the Central Pension Agency; (4) prescribing the conditions under which pension benefit credits may be retained by the administrator or trustee or transferred to another pension plan upon termination of employment of a covered employee.

CENTRAL PENSION AGENCY

The draft bill provides for the establishment of a Central Pension Agency incorporated by a special Act of Parliament but does not define its functions. However, in its Report, the Committee recommended that small pension credits accruing to workers who move from job to job be transferred to a Central Pension Agency. If such a body were incorporated under federal law, its operations could become country-wide, the Report stated.

The Committee believed that if a Central Pension Agency were established it could invest the amounts received and, when a

worker reached retirement age, the Agency could either pay him a pension directly or use the money accumulated to buy him an annuity.

The corporation operating the Pension Agency could be a private corporation with broad investment powers so that the funds transferred to it would remain available for private investment. Its directors could be representatives of pension plan administrators, employers, employees, and governments. It should be subject to government supervision.

TIMETABLE FOR FILING RETURNS AND FOR REGISTERING

In its Report the Committee observed that in view of the costs of implementing the proposed standards, the plan should not be put into effect for two or three years. "This would give employers and employees the opportunity to obtain estimates of the additional costs, if any, of the proposal, to adjust their affairs to the new costs and to complete any alterations required in their

collective bargaining agreements. It would also provide an opportunity to work out arrangements with other governments," the Committee stated.

Implementing this suggestion, the bill sets out a timetable for the filing of information returns by employers of both mandatory and non-mandatory groups and the registration of qualified registered pension plans.

Mandatory Groups

The bill would require every employer of a mandatory group to file, by March 1, 1963 and annually thereafter, an information return in respect of every pension plan administered by or on behalf of the employer or mandatory group at any time after December 31, 1960. A copy of each plan would have to be included with the initial return.

If a pension plan was in force on March 31, 1963, the plan would, if necessary, have to be amended to comply with the legislation and filed for registration before July 1, 1964, or as soon afterwards as required to become operative before January 1, 1965.

If no pension plan was in force on March 31, 1963 (and continuously thereafter) an employer with 15 or more employees would be required to establish one before January 1, 1965, and, before July 1, 1964 or as soon after as the Commission might require, file it with the Pension Commission for registration and certification as a registered pension plan.

After December 31, 1964, every employer of a mandatory group would be required to make it a condition of employment that every employee 30 years of age and over participate in the registered pension plan established for his group.

The bill further provides that after December 31, 1964, every employer of a mandatory group must maintain the registered pension plan in force as a plan qualified for registration.

The Committee recognized that compliance with the minimum standards for registered pension plans would impose additional costs upon some employers, who might try to reduce the impact by reducing the dollar amounts of benefits closer to the minimum pension benefits prescribed in the legislation. Accordingly, the bill provides that if pension benefits are reduced, the reduction must be proportionally allocated to pension benefits of all employees without discrimination. It states that if a pension plan submitted for registration provides for annual pension benefits of lesser aggregate value than that provided under the plan in 1961, the employer must maintain the

proportion that the cost of providing pension benefits to all employees who earn less than \$4,800 in 1961 is to the cost of providing pension benefits to all employees in that year.

Non-Mandatory Groups

The draft bill would also require the filing of certain information regarding pension plans for non-mandatory groups, that is, groups of fewer than 15 employees, and supplementary plans for mandatory groups.

Every employer of a non-mandatory group covered by a pension plan and every employer of a mandatory group covered by a supplementary plan would be obliged to file by March 1, 1963 an information return in respect of every pension plan administered by or on behalf of the employer or non-mandatory group after December 1, 1960. Employers would have to maintain the solvency of all such pension plans as required by the regulations. They would also have to provide employees with the same information regarding their rights and obligations as would be required in the case of a registered plan.

If the number of employees dropped below 15, the provisions applicable to mandatory groups would not apply to the pension plan of the smaller group the year after the group ceased to be a mandatory group.

The proposed bill would also permit an employer with fewer than 15 employees to elect to register his pension plan, in which case the mandatory provisions would apply to the pension plan of the smaller group. Such an election could be revoked after two years and would take effect one year from the date of revocation.

Recognizing that an employer might be maintaining two or more pension plans, which if taken together would meet the minimum standards prescribed, the bill would permit two or more pension plans concurrently applicable to a mandatory group to be registered as a single plan. It further provides that where any additional or supplementary plan is in existence in addition to one or more plans registered as a single plan, the additional plan is not required to be registered.

MINIMUM STANDARDS FOR REGISTERED PLANS

To be accepted for registration every pension plan would have to meet the minimum standards prescribed. These standards would apply to any superannuation or pension fund or plan organized and administered to provide a pension benefit for

employees, including the following common types of pension plans: (1) unit benefit plan under which pension benefits are determined with reference to the salary or wages of an employee for each year of service, or for a selected number of years of service;

(2) a money purchase plan under which pension benefits are based upon the accumulated amount of the aggregate contributions paid by or for the credit of the employee; and (3) a flat benefit plan under which the pension benefits are expressed either as a fixed amount in respect of each year of employment or as a fixed periodic amount.

Participation

In its Report the Committee stated that one of the factors which at present militated against an adequate pension for the worker who moved from job to job was that some contributory plans gave the employees the option of remaining outside the plan. This freedom might be cherished at the time by some employees, the Report said, but its consequences might be a source of distress in old age. The Committee therefore recommended that membership in pension plans be made compulsory for new employees from age 30.

This suggestion has been embodied in the draft bill, which would make participation in pension plans mandatory for all covered employees, that is, employees who have attained the age of 30 years and are members of a mandatory group.

The portability provisions of the bill are contained in the standards laid down for vesting and cash withdrawal. In its Report the Committee suggested that the desired preservation of pension benefits could be achieved if two conditions were met: (1) if the part of the pension that was purchased by the employer's contributions was vested in the worker at the time he left his job, i.e., the worker at that time acquired a contractual claim upon the pension benefits arising from his employer's contributions and (2) if there were restrictions on cash withdrawals of the employee's contributions.

Waiting Period

The draft bill provides for vesting after a waiting period of not more than two years in the case of an employee under 34 years and not more than one year in the case of an employee aged 34 years and over. The bill would also require every covered employee to accept a corresponding "looking in" of his own contributions to the group pension plan of which he was a member.

Vesting

In its Report the Committee recommended a scale of vesting of pension benefits on a graduated basis related to the age of

the worker. A graduated scale was preferable to sudden vesting, the Report stated, because it would eliminate borderline cases where all vesting would be lost because the required age had not been attained. Graduated vesting would also serve to reduce the financial incentive for an employer to dispense with an employee's services just before "sudden" vesting.

The Committee did not recommend vesting before age 30 because it would be administratively burdensome due to the high labour turn-over rate in the younger age groups. Also, for some types of pension plans the extra cost would be substantial.

In line with these recommendations, the proposed bill would require all registered pension plans to provide at least graduated vesting in 20 per cent steps from age 30 to 34. The vesting scale prescribed in the bill is as follows:

<i>At Age</i>	<i>Vesting Required</i>
30	at least 20 per cent
31	at least 40 per cent
32	at least 60 per cent
33	at least 80 per cent
34	100 per cent

Under the proposed bill pension benefit credits would have to be paid to the Central Pension Agency if the Superintendent of Pensions so required in accordance with the regulations. The explanatory notes released with the draft bill stated that it was expected that in most cases, vested pension benefit credits would be retained in "cold storage" for the credit of an employee who terminates his employment or, alternatively, would be transferred by the trustees of the former plan to the trustees of the pension plan operated on behalf of the employees of the new employer of the terminating employee. The Superintendent would direct payment of pension benefit credits to the Central Pension Agency only in exceptional cases or where the amount of a pension benefit credit was too small to be dealt with in the usual manner.

Cash Withdrawals

According to the Committee, another obstacle to the preservation of pension rights was the tendency of employees to withdraw their own contributions upon termination of employment. In some cases, the cash withdrawn was saved, the Report stated, but more frequently it was spent and the original purpose of the contributions was defeated. The Committee therefore recommended that there be restrictions on cash withdrawals of employee contributions.

The draft bill contains cash withdrawal provisions which are parallel to the vesting rules. Employees under the age of 30 would be permitted to withdraw all their own contributions to the pension fund on termination of employment because, as the Committee explained in its Report, younger employees have a strong preference for cash. After an employee had attained the age of 30, however, his contributions would be progressively committed for the provision of a pension on retirement. At age 30, an employee would be permitted to withdraw up to 80 per cent of his contributions on termination of employment but at age 34 all of his contributions would be "locked" in.

The scale proposed in the Bill is as follows:

<i>At Age</i>	<i>Employee Contributions That Might be Withdrawn on Termination</i>
30 years	not more than 80 per cent
31 years	not more than 60 per cent
32 years	not more than 40 per cent
33 years	not more than 20 per cent
34 years and over	no part

Minimum Benefits

To be accepted for registration a pension plan would have to provide the minimum benefits prescribed in the bill. It would be required to provide for the payment of a single life annuity based on contributions in respect of covered employment after 1964 which would begin not later than age 70 and which would be of an amount not less than, in the case of:

(1) a unit benefit plan, one-half of one per cent of monthly earnings for each year of covered employment, applied to the salary or wage earned up to \$400 per month;

(2) a money purchase plan, a pension derived from a total contribution of 4 per cent of the first \$4,800 of earnings per annum;

(3) a flat rate plan related to each year of covered employment, \$2 per month for each such year;

(4) a flat rate plan not related to each year of service, \$40 per month.

If an employee died before the commencement of his pension benefits, the amount payable to his estate would be limited to the employee's contributions plus interest compounded annually at a rate not less than that prescribed by the regulations.

Funding

The bill would require all registered pension plans to provide for funding in accordance with the regulations sufficient to provide for all pension benefits payable under the terms of the plan.

To ensure that employees were aware of their rights and obligations, the draft bill would make it mandatory for employers to provide each covered employee with a written explanation setting out the terms and conditions of the plan and any amendments.

ADMINISTRATION, ENFORCEMENT AND APPEALS

The draft bill provides penalties for contraventions of the legislation. An employer who failed to comply with the registration provisions would be guilty of an offence and, on summary conviction, would be liable to a fine for each day of default equal to not more than the daily amount required to maintain a registered pension plan for his employees plus not more than \$100 per day. The penalty for violating another provision of the Act or the regulations or for obstructing an officer of the Commission in the performance of his duties would be a fine of from \$200 to \$10,000, or up to six months imprisonment.

Fines recovered for offences against the Act would be paid over to the Commission, which would be given discretionary power to pay fines imposed for violations of the registration provisions to the Central Pension Agency for the credit of the covered employees of the payer.

The Superintendent or his authorized representative would be empowered to inspect books, files, documents or other records kept by an employer or trustee of a pension plan. An employer or trustee would also be required to furnish whatever information the Commission considered necessary to determine whether the legislation was being complied with.

If the Commission refused to register a pension plan, the employer would have 90 days in which to submit a written notice of objection setting out his reasons and all relevant facts. Upon receipt of the notice the Commission would be required to review the case and then either to vary or confirm its opinion, afterwards notifying the employer.

An employer who had filed a notice of objection would also be allowed a specified period in which to appeal to the Supreme Court of Ontario for an order requiring

the Commission to register his plan. Hearings would be public or private at the discretion of the Court unless the appellant requested that the appeal be heard *in camera*. The Court would be empowered to dismiss an appeal, refer the matter back to the Commission for reconsideration, or allow the appeal. If an appeal was allowed, the Commission would be required to register the pension plan in accordance with the Court's directions.

A statement released with the draft bill emphasized that the draft bill was a working document representing only the views of the Ontario Committee on Portable Pensions. It was hoped, the statement said, that through the comments and suggestions resulting from its distribution and through discussions with the other provinces and the federal Government great improvements would be made to the structure of employee pension plans in Canada.

Fourth Report, U.K. Council on Prices, Productivity and Incomes

Experience of advanced industrial democracies has shown, Council says, that either money incomes have risen faster than output, so that prices have risen, or else restraints have checked rising prices but set back employment, output

None of the advanced industrial democracies has solved the problem of achieving stable prices without jeopardizing full employment or a rising standard of living. This statement, made last January by the United Kingdom Council on Prices, Productivity and Incomes, is reiterated in the Council's Fourth Report, recently issued.

The experience of these countries has shown, the Council says, that either money incomes have risen faster than output, so that prices have risen, or else restraints have been applied that have checked rising prices, but have caused a setback in employment and output.

This has been so whether countries have adjusted pay through voluntary bargaining or by compulsory arbitration, and usually profits have risen as much as wages and salaries. It therefore seems unlikely that the responsibility for rising prices lies with any one section of the community.

In its Third Report (L.G. 1959, p. 1146) the Council had taken the view that the stability of retail prices at that time had enabled the United Kingdom to escape from the price-wage-price spiral, and that a valuable opportunity was thus offered to consider how in future to avoid the excessive rise in money incomes that takes place when prices can readily be raised to cover costs.

The Council's latest report is summarized in the *Ministry of Labour Gazette* for August. In setting forth the Council's opinion, this summary says: "Inflation is the real cause of our troubles, as it had made the home market easy to sell in and by raising costs had weakened the will and

ability to export. The Council felt that removing excess demand is not, in itself, sufficient to restrain inflation and that the need is to see that money incomes do not rise faster than production. They have found no sovereign remedy that will simultaneously ensure full employment, a rising standard of living and stable prices, but they feel that the best way of securing these benefits is by directing policy along three lines: raising productivity; adjusting the rise of demand; (and) adjusting the rise of money incomes—both pay and profits..."

The Report points out that production during the past 12 years has risen by about a third, but pay and profits have more than doubled. As the *Gazette's* summary puts it, "Taking one year with another the rise in production has been about 6d. in the £ each year, but year by year we have helped ourselves to more money income at the rate of 1s. 4d. in the £ and prices have had to rise to take up the excess 10d."

On the question of raising productivity, the Council thinks that proper use of skilled labour might come about if employers of labour in units of more than a certain size were called upon to report their foreseeable requirements over, say, the next three years. Such estimates when put together would be likely to throw up the probability of particular shortages and very likely of some redundancies too.

The Council thinks that more equipment must be provided per worker, and that investment policy must be linked with the adjustment of demand and money incomes.

In the matter of adjusting the rise in demand, the Report took the view that, in the words of the *Gazette's* summary, "The willingness of firms to raise rates of pay depends not on their own current or even prospective sales alone, but on the sense of the movement that is going on all around them . . . The Council believes that measures to adjust the rise of demand need to be supplemented by policy that bears more directly on decisions about rates of pay and profit."

Regarding the rise of money incomes, the Report says that a money income policy must deal with profits and pay. In the words of the summary, "There are two ways in which such a policy can be brought to bear. One is to take action against agreements for price maintenance, which is now being done, and the other way is to reduce import duties."

Growing concern about wage-push inflation is voiced in an international economic report, "The Problem of Rising Prices," that is the result of more than two years of work by an international group of six leading economists under the sponsorship of the Organization for European Economic Co-operation (now the Organization for Economic Co-operation and Development).

The report identifies two factors as primary causes of international inflation. The first is excessive demand for goods and labour, which, the economists say, has not been a potent influence in American inflation. The second is excessive negotiated wage increases.

The international group rejects the premise that arbitrary price increases are a major factor in United States inflation, and maintains that keen competition keeps prices from becoming a major cause or stimulant of inflation. Instead, they assign the prime responsibility for the present inflation to excessive and unrealistic wage increases.

They disagree as to how to deal with the problem. Four of the six economists believe government wage controls are the prescription. The minority of two believe such controls would merely shift the problem from the bargaining table to the political arena, where the line of least resistance would prevail.

In conclusion, they point out that gains labour might make at the expense of profits are insignificant compared with those possible under fuller employment and steadier economic growth.

Industrial Fatalities in Canada during the Second Quarter of 1961

Deaths from industrial accidents numbered 216 in second quarter, a decrease of 16 from previous quarter and of 57 from second quarter of 1960. The largest number of fatalities in the second quarter occurred in construction industry

There were 216* industrial fatalities in Canada in the second quarter of 1961, according to the latest reports received by the Department of Labour. This is a decrease of 16 from the previous quarter, in which 232 were recorded, including 16 in a supplementary list. In the second quarter of the previous year, 273 fatalities were recorded.

During the quarter under review, there were three accidents each resulting in the deaths of three or more persons.

*See Tables H-1 and H-2 at back of book. The number of fatalities that occurred during the second quarter of 1961 is probably greater than the figures now quoted. Information on accidents that occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures shown include 63 fatalities for which no reports have been received.

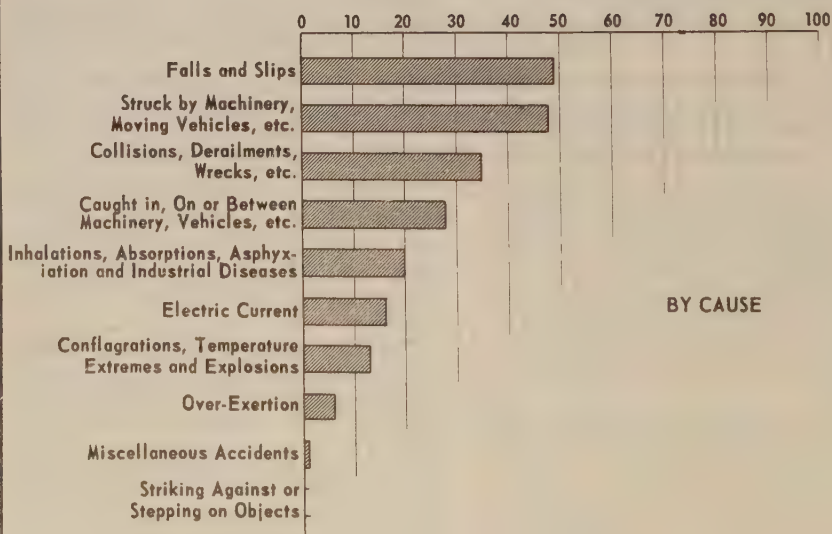
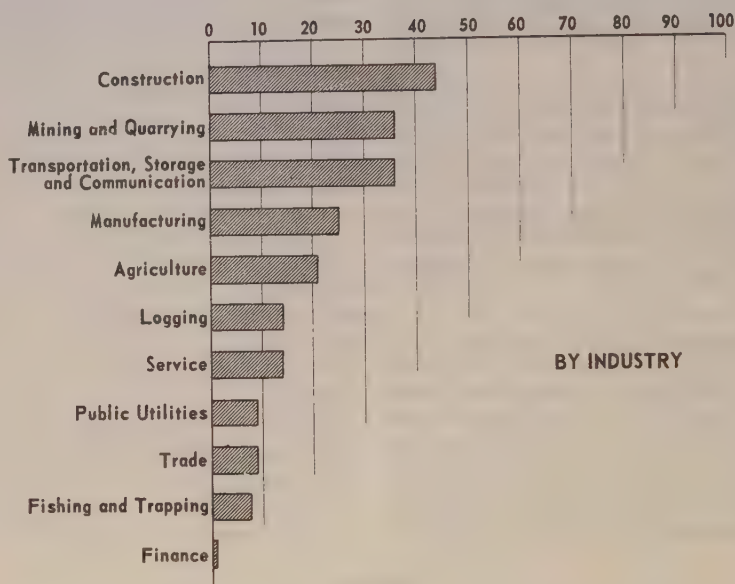
On April 17, seven civilian construction workers being carried to Primrose Lake, 175 miles north of Edmonton, Alta., by a Royal Canadian Air Force H-34 Sikorsky helicopter were killed when the helicopter crashed.

During a forest fire fighting operation near Northwest Bay, B.C., on June 23, the aircraft carrying a crew of four crashed and burned while making an attack on the forest fire.

A fire that swept a 72-bed miners' dormitory at Chibougamau, Que., on April 29 took the lives of three workers.

Grouped by industries (see chart page 1026), the largest number of fatalities, 44, was in the construction industry. Of these, 31 were in buildings and structures, 8 in highways and bridges and 5 in miscellaneous construction. For the same period last year,

INDUSTRIAL FATALITIES IN CANADA Second Quarter of 1961



Source: Economics and Research Branch, Department of Labour.

49 fatalities were recorded: 30 in buildings and structures, 11 in highways and bridges and 8 in miscellaneous construction. During 1961's first quarter, 31 fatalities were listed: 22 in buildings and structures, 4 in highways and bridges and 5 in miscellaneous construction.

During the quarter, two groups of industries—mining and quarrying, and transportation, storage and communications—recorded the same number of fatalities, 36.

The 36 fatalities in mining and quarrying were distributed as follows: 22 in metal mining, 7 in coal mining, and 7 in non-metallic mineral mining. During the same period last year, 42 deaths were reported: 29 in metal mining, 8 in coal mining, and 5 in non-metallic mineral mining. Accidents during January, February and March of this year resulted in 21 deaths: 13 in metal mining, 2 in coal mining and 6 in non-metallic mineral mining.

Of the 36 fatalities recorded in the transportation, storage and communications industry, 14 were in local and highway transportation, 8 in water transportation, 6 in railway transportation, 5 in air transportation and 2 in street and electric transportation. Fatalities recorded in this industry for the same period in 1960 numbered 32; of these, 8 were in local and highway transportation, 7 each in water and railway transportation, 5 in air transportation, 3 in storage and 2 in telegraphs and telephones. During 1961's first quarter, 36 fatalities were recorded: 19 in local and highway transportation, 8 in railway transportation, 6 in water transportation, 2 in telegraphs and telephones and 1 in street and electric transportation.

There were 25 fatalities in the manufacturing industry during the quarter; of these, 7 were in iron and steel products, 4 in non-ferrous metal products, 3 each in food and beverages and wood products, and 2 in non-metallic mineral products. During the same period last year, 33 fatalities were recorded; 11 of these were in wood products, 6 in iron and steel products, 5 in paper products, 4 each in food and beverages and non-metallic mineral products, and 2 in chemical products. During 1961's first quarter, 34 fatalities were reported: wood products and iron and steel products each had 7, non-ferrous metal products had 5, and food and beverages, transportation equipment and non-metallic mineral products had 3 each.

The 21 fatalities in agriculture represented a decrease of 2 from the 23 recorded during the same period last year and an increase of 10 from the 11 listed during the first quarter of this year.

An analysis of the 216 fatalities during the first quarter (see chart page 1026) shows that 49 (23 per cent) were caused by "falls and slips"; all but three were caused by falls to different levels.

The cause "struck by" was responsible for 48 deaths: 35 were in the category "other objects", 7 were caused by "moving vehicles" and 6 were the result of being struck by "tools, machinery, cranes, etc." Thirty-five fatalities were under the heading "collisions, wrecks, derailments, etc."; 15 involved aircraft, 12 involved automobiles and trucks and 4 involved tractors and loadmobiles.

Twenty-eight fatalities were the result of being "caught in, on or between". Of these, 14 involved tractors and loadmobiles, 6 involved hoisting and conveying apparatus and 5 involved mine and quarry cars.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 86; Alberta and British Columbia had 30 each, and Quebec, 28.

During the quarter, there were 55 fatalities in April, 92 in May and 69 in June.

The industrial fatalities recorded in these quarterly articles, prepared by the Working Conditions and Social Analysis Section of the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries that are covered by compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

Six Broadcasts on Older Workers

Close to one half of all women who work for pay in Canada are 35 or over, and more than one quarter are 45 and over, says Director of Women's Bureau in talk opening series. Quotes list of gains and losses that come with advancing age

In the opening broadcast of the six-week series on the older worker, carried on the Department's "Canada at Work" radio program, Miss Marion V. Royce, Director, Women's Bureau, pointed out that close to one half of all women who are working for pay in Canada today are 35 years of age or over, and more than a quarter are 45 and past.

She quoted from a report of the International Labour Organization that had drawn up a balance sheet of gains and losses that come with advancing years. The report stated that on the debit side the greatest losses are on the physical and psychomotor levels. Decreases in flexibility, robustness, manual strength and precision speed are offset only by a gain in regularity of behaviour. In the moral category, however, no losses at all appear, and gains are seen in punctuality, appreciation of finished work and care over detail. On the intellectual level such qualities as memory, imagination, creative spirit and adaptability are expected to deteriorate, against increases in concentration, caution and methodical habits.

Under the heading of character, decreased sociability, initiative, diligence, energy and vitality are listed on the debit side of the ledger, compared with increased willingness, patience, prudence, discipline, reliability and stability, on the credit side.

Second talk in the series was given by A. Andras, Director of Legislation, Canadian Labour Congress, Ottawa, who pointed out that the question of retirement has agitated employers and workers alike. Private pension plans are one response and the motives have been varied. He described the complex nature of the many problems concerned with retirement.

Mr. Andras stated that the chronological measurement for age of retirement was easy to administer, but he thought that was its only favourable feature. Simply to declare that someone is old on the basis of his calendar age was to disregard everything else about him. Such thinking tended to distort our notions of what human beings are, how they behave, and how they are affected by the passage of time.

On the question of compulsory versus voluntary retirement, Mr. Andras conceded

there were arguments on both sides. He thought, however, that there was nothing magic about age 65 that it should be established as an arbitrary retirement age, merely because it had become sanctified by time.

In discussing pension plans in the third talk in the series, James L. Clare, Actuarial Consultant and former Professor of Actuarial Mathematics, University of Manitoba, questioned the adequacy of many pension plans under the provocative title, "Do you support your pension plan—or does your pension plan work for you?"

Mr. Clare agreed that the achievements of pension plans were many, but suggested that improvements might be brought about by careful consideration of two aspects of pension plans: hiring practices and retirement practices. He referred to the fact that some employers had arbitrary age limits in hiring and linked this practice with the terms of their pension plans in some way, thereby closing the door to many potentially profitable "would-be" employees.

In his concluding remarks Mr. Clare brought up the possibility of designing or modifying any pension plan so that it will work more for the benefit of both employer and employee. He suggested accomplishing this by setting retirement ages where they can be "afforded" on an actuarially sound basis. Once this had been done, he continued, hiring practices could be revised so that new employees were hired on their merits and not on considerations of age; pensions could be made more adequate to provide more real security as measured in terms of goods and services.

Dr. D. K. Grant, Director of Medical Services, Ontario Hydro-Electric Power Commission, fourth speaker in the series, discussed under the title "Occupational Medicine and the Older Worker" the importance of occupational medicine as it relates to mature workers. This subject had received only the most meagre cultivation as yet, he said. But his paper provides strong evidence of valuable progress.

Copies of any or all of these broadcasts may be obtained by writing to "Canada at Work", Department of Labour, Ottawa.

Women in Trade Unions in Sweden

In Sweden, one worker in four is a woman, about the same proportion as in this country, and about one quarter of all women workers are members of trade unions

In Sweden, one worker in four is a woman, about the same proportion as in Canada. Of the more than 800,000 Swedish women working on a full-time basis, 212,000 are employed in manufacturing, 153,000 in the distribution of goods and 53,000 in agriculture. It is the personal and professional services, however, that attract the largest numbers of women; in domestic service there are 90,000, in nursing and social work, 80,000, in hotels and restaurants 52,000 and in teaching and research, 45,000.

The number of women in trade unions has increased rapidly in recent years and today includes about one quarter of all women workers. The following information is drawn from a booklet* recently published by the Swedish Confederation of Trade Unions.

In 1947 a special women's council was established within the Swedish Confederation of Trade Unions, consisting of 11 members who represent unions with many women members. The duties of this council are to plan and make proposals to the executive board of the Confederation concerning study weeks; to make recommendations concerning questions which specially concern the position of women in the labour market and in society; and to prepare proposals for the executive board on current questions with the aim of creating equality between men and women in the labour market.

Supporting this council at the local level are some 175 women's committees set up within local trades councils. In co-operation with the national council, these women's committees arrange courses and meetings in order to encourage women to participate in union affairs. This activity has borne fruit, in that more women than ever before take part in activities of local trade union councils.

Special women's courses, lasting for two weeks, are conducted by the Confederation.

Few women, however, attend the general study courses sponsored by the Confederation to which both men and women are admitted. This may be because women with responsibility for home and family have

difficulty in getting away for the length of time the courses last—six weeks or three months. Other women may be afraid that the courses will be too difficult for them. Yet the women who have participated have been very successful. Interestingly enough, their male colleagues favour the presence of women in the courses because “they consider that discussions of social problems are more comprehensive when both men and women take part.”

At the same time women are not yet taking positions of leadership in unions to any great extent. For instance only 9 per cent serve on executive boards of the central unions. Nine per cent participate in wage conferences called by individual unions before wage negotiations begin. Even among the officials who take care of the daily work of the local and central unions only 4 per cent are women. The proportion of women on the executives of local unions is highest but is still only 14 per cent.

The question of wages is the most pressing for women workers in Sweden. As in most industrial countries, women workers are more numerous in industries and occupations where wages are low. Women's wages generally are about 74 per cent of men's. In recent years, however, there has been a tendency toward levelling the differences.

Equal pay for equal work has been strongly advocated by the Confederation. The unions affiliated with the Confederation are striving to bring about equal pay through collective bargaining. For this reason they have rejected the ratification of ILO Convention 100 concerning the principle of equal pay for equal work, and are not in favour of legislation on the subject. A long step forward was made in the central collective agreement of 1960, in which the parties agreed to eliminate, over a period of five years, the differential between men's and women's wages.

Because of the growing proportion of married women in the labour force, unions have emphasized their role in helping to build a social climate where it will be possible for married women, if they so wish, to work for pay outside the home.

Furthermore, “society and organizations, too, must take responsibility for increasing the possibilities for vocational training for women.”

**Trade Unions in Sweden*, Swedish Confederation of Trade Unions, Stockholm, 1961, p. 28, “Women at Work and in the Unions.”

50 Years Ago This Month

Trades and Labour Congress of Canada, at 27th annual convention, urges repeal of Industrial Disputes Investigation Act, and endorses principle of industrial unionism and idea of general strike of workers of countries considering war

Repeal of the Industrial Disputes Investigation Act, furtherance of the principle of industrial unionism, a general strike as a means of preventing war, and the abolition of the Senate were among the objectives supported by the 195 delegates who attended the 27th annual convention of the Trades and Labour Congress of Canada, held at Calgary from September 11 to 16, 1911.

At this, the first convention of the TLC to be held in Alberta, the delegates were welcomed by, among others: J. W. Mitchell, Mayor of Calgary; Hon. A. L. Sifton, Premier of Alberta; and "Mr. R. B. Bennett of Calgary."

The LABOUR GAZETTE, in an 11-page report of the convention in the October 1911 issue, said: "The report of the credential committee showed 195 delegates entitled to take part in the proceedings—17 Trades and Labour Councils being represented by 36 delegates and 113 local and district international trade unions by 158 delegates. There was one delegate from the Provincial Federation of Labour and one fraternal delegate from the American Federation of Labour."

The resolution adopted by the convention regarding the Industrial Disputes Investigation Act was as follows:

"While this Congress still believes in the principle of investigation and conciliation, and while recognizing that benefits have accrued at times to various bodies of workmen under the operation of the Lemieux Act, yet in view of decisions and rulings and delays of the Department of Labour in connection with the administration of the Act and in consequence of judicial decisions like that of Judge Townsend, in the Province of Nova Scotia, determining that feeding a starving man on strike is an offence under the Act: Be it resolved, that this Congress ask for the repeal of the Act."

The resolution on industrial unionism, which was carried by a vote of 70 to 52, read:

"Whereas, craft unions have proved inadequate to successfully combat the present

day aggregations of capital; and whereas, the activities of the craft unions are almost entirely absorbed by jurisdictional disputes causing an internal warfare that prevents any continued successful co-operation among crafts in any given industry. Therefore, be it resolved, that this convention endorse the principle of industrial unionism."

The resolution approving a general strike to prevent war read in part as follows:

"Whereas, the workers of many countries are now alive to the fact that Capitalists of the world cause all war and should be allowed to do all the fighting, . . . therefore, be it resolved, that the Trades and Labour Congress of Canada endorse the idea of a general strike of the workers between countries considering war, to prevent it, so that the workers also may see the pitiful exhibition of fighting of those capitalists who seem so fond of it. . ."

A copy of the resolution was to be sent to the AFL, the British TUC, the German Federation of Labour, and any "other country with a Federation of Labour."

Another resolution put the Congress on record as being "in favour of technical education and industrial training, but . . . not in favour of trade schools."

The relaxation of immigration regulations was opposed in another resolution approved by the delegates, which said that certain modifications of the regulations that had been in force during the last two summers "amount in effect to the suspension of the most important provisions of the Alien Labour Act, enabling employers to hire and import workmen from foreign countries, thus intensifying the competition for employment in Canada. . ."

A practical outcome of this resolution was that, in the words of the GAZETTE's report, "As a means of supplying the wage-earners of Europe with reliable information respecting working conditions in Canada, it was decided that Canadian unions send regular reports relative to wages, cost of living, working hours, &c., to headquarters of organizations in Europe."

INTERNATIONAL LABOUR ORGANIZATION

The Trade Union Situation in the U.K.

Trade union movement in Britain has gone beyond mere recognition to achieve a position of uncontested influence in national life, reports ILO mission that carried out an on-the-spot factual survey relating to freedom of association

That the British trade union movement has gone beyond mere recognition to achieve a position of uncontested influence in national life is attested by a report published last month by the International Labour Office.

The report, entitled *The Trade Union Situation in the United Kingdom*,* is that of an ILO mission which last year carried out an on-the-spot factual survey relating to freedom of association. The United Kingdom survey was the third in a series that began in 1959 pursuant to a decision of the ILO's Governing Body. The first had been carried out in the United States and the second in the Soviet Union (L.G., Jan., p. 38, 39). The purpose underlying the Governing Body's decision was to provide a full picture of actual conditions in each country as these affected the theory and practice of freedom of association.

Each of the surveys in the series is carried out by members of the ILO's Freedom of Association Survey Division at the invitation of the government concerned. The mission to the United Kingdom, like its predecessors, was headed by John Price, Chief of the Division and Special Assistant to the Director-General.

The mission flew to London on April 20, 1960 and returned to Geneva June 1, 1960. Edward Heath, then British Minister of Labour, encouraged the mission to make as complete and unrestricted a survey as it considered necessary. Throughout its stay in the United Kingdom the mission was free to draw up its own program of visits and to make its own travel arrangements.

One of the essential findings of the mission is that government recognition of the trade unions has come to be taken for granted in the United Kingdom. Another is

that the right to organize is "established by law for workers of all kinds in both the public and the private sector.

"As for the employers," the report says, "with very few exceptions they fully accept the right of their employees to belong to a trade union, and for the most part they are willing to recognize the right of the unions to negotiate on behalf of their members."

The report also notes that "it is generally agreed in the United Kingdom that in a modern community trade unions have a part to play not only in industry but in the general conduct of public affairs."

In its report, the mission stresses the numerical importance of trade union membership in the United Kingdom—9½ million of a total working population of some 23 million. The 183 unions affiliated to the Trades Union Congress were found to have more than 8 million members.

The report states that trade union members in the United Kingdom do not confine themselves to workshop problems but put forward their views on all matters affecting their lives and their families. The unions themselves are expected to consider these problems and to take action on them.

The report says that considering the scope of the subjects it examines and the sheer weight of its membership, the TUC "can claim to be an important national assembly."

As an example of the way in which trade unions and collective bargaining are accepted, the report cites the fact that the staff in the royal palaces are represented by appropriate trade unions, which negotiate on their behalf.

"Members of trade unions in the United Kingdom," the report observes, "are no longer regarded as a dangerous rabble or their leaders as violent agitators. Nowadays trade union leaders are considered to be

*International Labour Office: *The Trade Union Situation in the United Kingdom*. Report of an ILO Mission (Geneva, 1961). Price: \$1.25.

among the leaders of the nation and unions have come to be accepted as one of the country's institutions. Trade unionism, moreover, is no longer considered to be something merely for manual workers. Not only have the workers themselves risen in status but the movement has now spread to all categories of persons who are employed for a wage or salary."

Trade Union Problems—Past and Present

Looking back over the history of the British trade union movement, the report remarks that some of the earliest struggles on record for the right of workers to organize occurred in the United Kingdom. More than one London trade union has preserved an unbroken existence from the eighteenth century.

"In the history of the British trade unions," the report says, "examples can be found of most of the problems and difficulties with which trade unions throughout the world have been confronted."

The report points out that members of unions had in former times both to struggle in defence of their wages and conditions and to fight for the legal right to combine for that purpose. It recalls that the "early trade unions were regarded as a threat to the established social order; they were declared to be illegal conspiracies and it was a criminal offence to belong to them."

By 1939, however, the report says, "the whole country was covered by a network of voluntary negotiating bodies and statutory wage regulating authorities, and the unions had come to be accepted as a necessary element in the country's industrial and social organization."

The position, as the mission found it in 1960, was this: The trade union movement was "strongly organized, experienced and powerful." The battle for recognition, apart from an occasional skirmish, had been won. The main problem facing the movement was that of how to use its rights to the best advantage of its members and in the interests of the nation.

One of the most important preoccupations of the trade unions in the United Kingdom, according to the mission's report, is to maintain membership in industries and occupations already highly organized and to extend it to those where organization is weaker.

In this regard, the report notes that there is at present "no marked tendency for membership to rise." The mission was thus led to the conclusion that "trade union structure may have to be adapted to meet new needs, and trade union methods and policies must change with the times."

The report calls particular attention to the problem of organization in a changing work force. It notes that since few large blocks of unorganized manual workers remain, the increases will have to be sought mainly among clerical, technical and professional workers. It anticipates that adaptations in structure and methods may be necessary if the manual and non-manual workers, with their differing needs and outlooks, are to be welded into a coherent organization.

Interunion Disputes and Unofficial Strikes

The mission heard considerable comment during its stay in the United Kingdom on disputes between unions in certain industries. Such disputes, the report says, "may arise because two unions wish to enrol the same group of workers in a particular occupation or establishment, or because different categories of workers claim the exclusive right to perform the same work."

The report observes that disputes between unions may lead to friction for the unions themselves, unnecessary difficulties with employers, and work stoppages while rival claims are being looked into; they may even prevent the introduction of new machines or processes.

One suggestion referred to in the report is that competition among unions for members "might be reduced if suitable changes could be made in the structure of the trade union movement." Disputes involving the right to perform particular jobs also are seen as "to some extent a problem of structure."

The mission noted that unofficial strikes were not as important as they had sometimes been made out to be, though it appears that such strikes have damaged the prestige of the unions.

The report gives credence to the view that the avoidance of unofficial strikes is "partly a problem of contact with the members and partly one of ensuring disciplined behaviour, because freedom of association, like other freedoms, needs to be exercised in a responsible manner.

"If agreements are broken," the report says, "and if the regular procedures for the discussion of problems between unions and management are ignored, the credit of the unions is bound to suffer. Although this is well understood by the leaders of the unions concerned, the remedies, in so far as they are known, have still to be generally accepted and applied. The view has been put forward that the employers too could play a part in removing the causes of unofficial strikes by helping to ensure that the agreed procedures work efficiently and expeditiously."

Trade Union Finances

The mission's attention was repeatedly called to various problems relating to union finances. In its report, the mission cites a TUC study showing that the financial position of many unions is weak in view of the many functions they are called upon to perform and of the benefits they guarantee to members.

There is a tendency for unions to spend more than they receive from members' contributions, the number of unions in this position, according to the TUC study, having risen from 58 in 1954 to 75 in 1958. Some unions—32 in 1958—spend more than they receive from all sources.

The mission found members' contributions to be low. One student of British trade unionism, quoted by the mission in its report, has said that "the bald truth of the matter is that the British workers get their trade unionism on the cheap; in no country in the world are contributions, as a proportion of earnings, so low."

Conditions of Labour and Disputes

Important chapters in the report are devoted to a description of trade union participation in determining the conditions of labour and in the settlement of disputes.

It is pointed out that: "The system of collective negotiations is generally regarded as an integral and essential part, if not the very basis, of industrial relations, and has become customary in nearly all walks of economic life. This system forms the foundation on which both the voluntary machinery set up by agreement between employers and trade unions and the statutory machinery have been built. The latter, although established by legislation, depends on the co-operation of organized workers and employers and follows largely the collective bargaining methods."

It is characteristic of British labour relations that no sharp line of demarcation can be drawn between bargaining on claims and the negotiations of a dispute. The same bodies deal with both up to the point of a breakoff. The Minister of Labour may

refer a matter to the Industrial Court for advice without the consent of the parties concerned. But if a matter is to be submitted for settlement, the consent of both parties is necessary.

The report notes, too, that "although the right to strike is amply guaranteed in the United Kingdom, trade unions seldom make use of it." Statistics cited by the report show that in 1959, strikes, including unofficial ones, were responsible for the loss of only one tenth of 1 per cent of the days worked. They also show that most work stoppages occur in coal mining, metal and engineering, motor manufacture, transport and shipbuilding. "These stoppages," the report adds, "are generally unofficial and their most frequent causes are demands for wage increases and other disputes in respect of remuneration."

The report attributes the position of influence occupied by the trade union movement in part to official support for collective bargaining—and to the Government's participation in collective bargaining as an employer. But the report also shows how this process has been carried much further.

First, the trade unions have long since won the right to be consulted, just as the employers are, whenever new labour legislation is contemplated. In addition, the report says, the unions, like the employers, are consulted on a wide range of industrial and economic problems not requiring legislation.

"Much of this consultation," the report points out, "is systematic and takes place through standing committees set up by the Government for the purpose."

The report also covers the organization and structure of the trade union movement, the working of trade union democracy, the political activities of the trade unions and their relations with the Labour Party.

It notes in conclusion that "the right of workers to combine in trade unions is no longer in question, and the unions themselves are now accepted as one of the institutions in the British system of democracy."

CORRECTION

In the report of the 1961 Labour Department-University Research Grants published on page 633 of the July issue, it was stated that J. Lucier, who is to undertake a study of the centralization of the personnel function in industry, is from McGill University. This is incorrect. Prof. Jacques Lucier is with the University of Montreal.

TEAMWORK in INDUSTRY

New problems will emerge, but new solutions will be found. Cheerful optimism of this sort characterizes a progress report tabled at the last annual joint meeting of the Eastern and Western Labour-Management Committees, Nova Scotia Light and Power Co. Ltd., in Wolfville, N.S. Just before adjournment, R. M. Barteaux, divisional head of electric operations, expressed the view that a great deal had been accomplished. "Much would be lost if labour-management should cease now or in the future," he said.

Their 1960-61 progress report makes good reading. Of 41 problems examined during the year, the Eastern group solved 16 of them satisfactorily for both labour and management. The remaining 25 will require more gradual solution. The Western group was even more successful; members dealt with 41 topics during the year and only one remains pending.

* * *

The title, "Safest mill crew in North America," was recently applied to the 575 employees of the Rayonier Company's Alaska Pine plant, New Westminster, B.C., for working a full year—1,173,302 hours—without an accident. Plant Manager A. G. Artman reports that Rayonier's progress in industrial accident prevention is the result of a continuous effort toward that goal throughout the last decade by workmen, supervisors and management.

Plant Safety Director Matt Buckingham, IWA, said plant personnel were encouraged to do their best because "we had the respect and confidence of management."

* * *

Plug That Leak is the title of an anti-waste program launched at North-western Creamery Ltd. in Vancouver a few weeks ago by the firm's Labour-Management Production Committee. Aimed primarily at stimulating the company's 120 employees to dream up ideas to curb waste, the drive began producing results almost at once.

"The program is being enthusiastically supported by our entire team," reports Assistant Manager Ivor Fuller. "Some of the excellent ideas we've received are the product of clear, analytical thinking. They are vindicating the faith we have in the sound judgment of our employees."

General Manager Frank Norton observed that "constructive suggestions such as we've

received cannot help but produce a vigorous and healthy business." And shop steward Charlie Lewis, of Local 464, Milk Drivers' and Dairy Employees' Union, asserted: "It's just good business to plug leaks and reduce waste. No one benefits when losses occur!"

Administrative and employee members of St. Vincent Hospital's Labour-Management Consulting Committee in Ottawa recently honoured five fellow-workers whose service to the hospital totalled more than 120 years. The five were guests of honour at the Consulting Committee's annual dinner.

"Award of Merit" certificates, signed by the Very Rev. Sister General of the Grey Nuns of the Cross, Sister St. Paul, and hospital administrator Rev. Sister Marie-Michelle, S.G.C., were presented to each guest of honour, together with a \$25 purse and a corsage for the ladies, boutonnières for the men.

* * *

Employees of Burns and Company's plant at Calgary have won the Alberta safety shield for the fourth year in a row. The plant had the least lost time and lowest accident frequency among the province's packers' group for the past year. "Burns has stimulated interest in safety, not only within the company, but for all industry in general," said Charles Gilbert, labour commissioner of the Workmen's Compensation Board, who presented the award at a celebration dinner.

John Montgomery, President of Local 363, United Packinghouse Workers of America (AFL-CIO/CLC), stated: "This is certainly something to be proud of. It could not have been accomplished without wonderful co-operation among employees, management, and safety committees."

* * *

Management participation will be sought for all future conferences of the Occupational Health Nurses Association. An announcement to this effect was made at the close of the 1961 conference, held at the University of Ottawa Medical School. The meeting was attended by 150 occupational health nurses from Ontario and Quebec, and sponsored by the Registered Nurses Association of both provinces.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trades unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during August.

The Board issued six certificates designating bargaining agents, ordered three representation votes, granted two requests under Section 61 (2) of the Act for review of earlier decisions, and rejected three applications for certification. During the month the Board received ten applications for certification, one request under Section 61 (2) of the Act for review of an earlier decision, and allowed the withdrawal of three applications for certification.

Applications for Certification Granted

1. Seafarers' International Union of North America, Canadian District, on behalf of a unit of employees of the National Harbours Board comprising employees employed in the Montreal area and classified as engineer aboard the tugs *Sir Hugh Allan* and *Glenkeen* (L.G., Sept., p. 913). The National Association of Marine Engineers of Canada, Inc., had intervened.

2. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed aboard the S.S. *Elmdale*, *Pinedale*, and *Sprucedale* by Redwood Enterprises Limited (L.G., Sept., p. 913). The Seafarers' International Union of Canada had intervened (see "Applications for Certification Rejected," below).

3. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed aboard the S.S. *Hillsdale* by the Winona Steamship Co. Limited (L.G., Sept., p. 913). The Seafarers' International Union of Canada had intervened (see "Applications for Certification Rejected," below).

4. Transport Drivers, Warehousemen and Helpers Union, Local 106, and General Truck Drivers' Local 938, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of

Central Truck Lines Limited, Val d'Or, Que. (L.G., Sept., p. 913). Local 15026, District 50, of the United Mine Workers of America, had intervened.

5. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of cranemen, tow motor operators, and checkers employed by Upper Lakes Forwarding Limited at Fort William and Port Arthur, Ont., in loading and unloading ships engaged in the movement of domestic cargoes (L.G., Aug., p. 796).

6. Flat Lake and District Mine and Mill Workers' Union, Local 1031 of the International Union of Mine, Mill and Smelter Workers (Canada), on behalf of a unit of tungsten miners employed by the Canada Tungsten Mining Corporation Ltd. in the Flat Lake area of the Northwest Territories (L.G., Sept., 915).

Representation Votes Ordered

1. Cape Breton Projectionists Union of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, Local Union No. 848, Sydney, Glace Bay and New Glasgow, N.S., applicant, and Hector Broadcasting Co. Ltd., New Glasgow, N.S., respondent (Radio Station CKEC) (L.G., Sept., p. 915) (Returning Officer: D. T. Cochrane).

2. Canadian Brotherhood of Railway, Transport and General Workers, applicant, Island Shipping Limited, respondent, and Seafarers' International Union of Canada, intervener (L.G., Sept., p. 915). The Board directed that the name of the Canadian Brotherhood of Railway, Transport and General Workers be on the ballot in the vote, which affected a unit of unlicensed employees employed aboard the M.V. *Wheat King* and the S.S. *Northern Venture* by the company (Returning Officer: A. B. Whitfield).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

3. The Radio and Television Employees' Union (CKVL), applicant, Radio Station CKVL, Ltd., Verdun, Que., respondent, and National Association of Broadcast Employees and Technicians, intervener (L.G., Sept., p. 915). The Board directed that the names of both unions be on the ballot (Returning Officer: R. L. Fournier).

Applications for Certification Rejected

1. Marconi Salariéd Employees' Association (CFCF-TV), applicant, Canadian Marconi Company, Montreal, Que., respondent, and National Association of Broadcast Employees and Technicians, intervener (L.G., Aug., p. 796) (see "Reasons for Judgment" below).

2. Seafarers' International Union of Canada, applicant Redwood Enterprises Limited, respondent, Canadian Merchant Service Guild, Inc., intervener, and the National

Association of Marine Engineers of Canada, Inc., intervener (deck officers and marine engineers) (L.G., Sept., p. 915) (see also "Applications for Certification Granted," above) (see Item 3 below for reason for rejection).

3. Seafarers' International Union of Canada, applicant, Winona Steamship Co. Limited, respondent, Canadian Merchant Service Guild, Inc., intervener, and the National Association of Marine Engineers of Canada, Inc., intervener (deck officers and marine engineers) (L.G., Sept., p. 915) (see also "Applications for Certification Granted," above).

Cases 2 and 3 were rejected for the reason that the Board, having found that a unit consisting of deck officers employed on vessels of the respondent companies was in each instance appropriate for collective bargaining, and deck officers in each such unit

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

having signified in representation votes conducted by order of the Board in earlier applications for certification that they desire to be represented by another trade union as bargaining agent, and the Board having taken decisions certifying another trade union as bargaining agent for the deck officers employed by the respondent companies, the Board found in these circumstances that the units of deck officers and marine engineers proposed by the Seafarers' International Union of Canada were not appropriate for collective bargaining.

Requests for Review of Decisions Granted

1. Brotherhood of Maintenance of Way Employees, Canadian National Eastern Lines System Federation, applicant, and Quebec North Shore and Labrador Railway Company, respondent (L.G., Aug., p. 796). The Board issued an amending certificate which added the classifications of rail welding foreman, ditching foreman, and caretaker to the bargaining unit.

2. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, Upper Lakes Shipping Ltd., and Upper Lakes Forwarding Limited, joint applicants (L.G., Sept., p. 916). The Board issued an amending certificate changing the name of the respondent company to Upper Lakes Forwarding Limited, joint applicants (L.G., Sept., p. 916). The Board issued an amending certificate changing the name of the respondent company to Upper Lakes Forwarding Limited.

Applications for Certification Received

1. Warehousemen and Miscellaneous Drivers, Local Union 419, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of float drivers employed by John N. Brocklesby Transport Limited, Etobicoke, Ont. (Investigating Officer: A. B. Whitfield).

2. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of longshoremen employed by Rowe's Freight and Marine Services Limited, Sydney, N.S. (Investigating Officer: D. T. Cochrane).

3. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of the Canadian Marconi Company employed at CFCF-TV, Montreal, Que. (Investigating Officer: C. E. Poirier).

4. International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, on behalf of a unit of employees

of the Canadian Marconi Company employed at CFCF-TV, Montreal, Que. (Investigating Officer: C. E. Poirier).

5. Seafarers' International Union of Canada on behalf of a unit of marine engineers employed by the Eagle Transportation Company Limited of Hamilton, Bermuda (Investigating Officer: D. T. Cochrane).

6. Association of Canadian Television and Radio Artists, on behalf of a unit of performers and staff announcers employed by the Canadian Marconi Company at CFCF-TV, Montreal, Que. (Investigating Officer: C. E. Poirier).

7. Seafarers' International Union of Canada on behalf of a unit of unlicensed employees employed by Island Shipping Limited (Investigating Officer: A. B. Whitfield) (see "Representation Votes Ordered," above).

8. International Longshoremen's and Warehousemen's Union, Local 502, applicant, on behalf of a unit of longshoremen employed by the Overseas Transport Company Limited at New Westminster, B.C. (Investigating Officer: G. H. Purvis).

9. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by the Eagle Transportation Company Limited of Hamilton, Bermuda (Investigating Officer: T. B. McRae).

10. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, on behalf of a unit of office employees employed by K.L.M. Royal Dutch Airlines at Montreal, Que. (Investigating Officer: C. E. Poirier).

Applications for Certification Withdrawn

1. Transport Drivers, Warehousemen and Helpers Union Local 108 and General Truck Drivers' Local 938, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, Overnite Express Limited, Hull, Que., respondent, and The Association of Employees of Overnite Express Limited, intervener (L.G., Aug., p. 796).

2. General Drivers, Warehousemen and Helpers Local Union No. 979, applicant, and Atomic Transfer Ltd., Winnipeg, Man., respondent (L.G., Sept., p. 915).

3. Association of Canadian Television and Radio Artists, applicant, Canadian Marconi Company, Montreal, Que., respondent, and Marconi Salaried Employees' Association (CFCF-TV), intervener (L.G., Sept., p. 916) (for new application submitted since this withdrawal see "Applications for Certification Received," above).

Request for Review of Decision Received

Request for amendment of the certificate issued by the Board on April 2, 1947, affecting Local 882, International Union of

Operating Engineers, applicant, and the United Grain Growers Terminals, Limited, Vancouver, B.C., respondent (L.G. 1947, p. 660).

REASONS FOR JUDGMENT

in application for certification affecting

Marconi Salaried Employees' Association

Applicant

and

Canadian Marconi Company,

Respondent

and

National Association of Broadcast Employees and Technicians

Intervener

This is an application made by the Applicant, dated June 2, 1961, to be certified as the bargaining agent of employees of the Respondent employed in the operation of its television stations CFCF-TV, Montreal, Que., a division of the Respondent, the proposed unit being described as follows:

All employees at CFCF-TV except: Manager, Broadcasting Division, Sales Manager, Promotion Manager, Program Manager, Operations Manager, Engineering Manager, Business Manager, Divisional Controller, Secretary to Division Manager, Secretarial Stenographer to Division Controller, Executive Producer, Chief Announcer, Cop Co-ordinating Supervisor, Sports Director, Program Film Co-ordinator, News Director, Studio Supervisor, Art Director, Supervisor of Film Editing, Supervisor of Photography, Building Superintendent, Technical Maintenance Supervisor, Transmitter Supervisor, Accountant, Office Supervisor, Traffic Supervisor, Budget Supervisor, and National Sales Supervisor.

This television station operation is a newly established division of the Respondent, which was established to operate the television station for which the Respondent received a license from the Department of Transport in January, 1961.

For a considerable number of years the Applicant has represented employees of the Respondent employed in its factory establishment as bargaining agent, and has con-

cluded collective agreements with the Respondent covering such employees. It still continues to do so.

The Constitution of the Applicant under which it has operated prior to the middle of May 1961, hereinafter called the "original Constitution," provides that the Applicant shall be incorporated according to the Professional Syndicates Act of the Province of Quebec. Article IV of this Constitution authorizes the Applicant to negotiate on behalf of salaried employees of the Respondent in the matter of wages and working conditions and to exercise the rights and privileges given by the Professional Syndicates Act and to enter into agreements in writing with the Respondent duly authorized by resolution of the Association from time to time.

Article VI of the original Constitution provides:

VI. For the purpose of this Constitution, the salaried employees shall be deemed to consist of those employees in the Factory who are paid on a monthly or weekly basis, as classified under appendix I of the Salaried Employee-Employer Relations Code, as distinct from hourly paid employees.

Article XXIV of the original Constitution provides:

XXIV. The scope of the Association may be extended at any time to include other groups of salaried employees within the Company who desire to become members of the Association. Such an Act must be approved by a two-thirds majority vote of all the members in good standing of the Association. This vote shall be by means of secret ballot.

The Board consisted of A. H. Brown, Vice Chairman and Acting Chairman, and A. M. Balch, E. R. Complin, J. A. D'Aoust, A. J. Hills, Gérard Picard, A. C. Ross and H. Taylor, members. The judgment of the Board was delivered by the Vice Chairman and Acting Chairman.

Article XXX thereof provides:

XXX. This Constitution shall not be altered or amended in any way without approval of a two-thirds majority vote of all members of the Association. Notice of proposed alterations or amendments shall be given to the members at least two weeks prior to balloting. Changes in the by-laws of the Constitution shall, before coming into force, be deposited with the Provincial Secretary and approved by the latter.

According to the evidence given on July 11, 1961 before the Board on this application, the Executive Committee of the Association at a meeting thereof held in May 1961, by a majority vote approved an amended Constitution and By-laws for the Association, but this amended Constitution had never been approved by the Association in accordance with Article XXX of the original Constitution.

Section I of Article IV of the amended Constitution reads as follows:

Section I

"A member of the Association shall be a salaried employee of the Canadian Marconi Company who has paid fees assessed by the Association in accordance with the Professional Syndicates Act and this Constitution.

In effect this is a revision of Article VI of the original Constitution to authorize the Applicant to represent and to accept into membership not only salaried employees of the Respondent employed in its factory as stipulated in the original Constitution, but salaried employees employed in any other division of the Respondent's establishment or establishments as well.

According to the evidence submitted to the Board at the hearing, no action was taken to have the new Constitution approved by the members of the Association pursuant to Article XXX of the original Constitution nor to extend the scope of the Association to salaried employees of the company other than those employed in the factory, in the manner provided in Article XXIV.

The Board does not consider that the employees in the T.V. station of the Respondent are part of the factory establishment of the Respondent.

The Board therefore finds in favour of the contention of the Intervener that the action of the Applicant's Executive Committee in purporting to adopt the revised Constitution was ineffective for this purpose and that the Applicant has no authority under its original Constitution, which thus still governs the activities of the Applicant,

to represent employees for collective bargaining who are employed in the television station of the company or to accept them into membership in the Association.

On this ground therefore the application fails.

The Applicant has also failed to establish to the satisfaction of the Board that at the time of the making of the application a majority of the employees in the bargaining unit covered by the application were members in good standing of the Applicant for the purposes of Section 7 of the Industrial Relations and Disputes Investigation Act.

Under the By-laws of the Applicant, members are required to pay dues of 50¢ bi-weekly, making a total of \$13.00 per annum or an amount of \$1.083 per month in dues. Applicants for membership in the Association are required to pay a \$1.00 initiation fee. Section 15 of the Board's Rules of Procedure provides as follows:

15. For the purpose of section 7 of the Act, a member in good standing of a trade union shall be deemed by the Board to be a person who, in the opinion of the Board, is at the date of the application for certification
 - (a) a member of the union; and
 - (b) has, on his own behalf, paid at least one month's union dues for or within the period commencing on the first day of the third month preceding the calendar month in which the application is made and ending upon the date of the application; or
 - (c) where he has joined the union within the period mentioned in paragraph (b) has, on his own behalf, paid the union application or admission fee in an amount at least equal to one month's union dues.

The Board finds upon the basis of the report of its Investigating Officer following his examination of the membership records of the Applicant and the employee payroll records of the Respondent that only 48.5 per cent of the employees in the bargaining unit covered by the application, and which the Board finds to be an appropriate unit (that is to say 82 employees out of a total of 169 employees in the bargaining unit) were members in good standing of the Applicant as of the date of the application.

For the reasons given above the application is rejected.

(Sgd.) A. H. BROWN,
Vice-Chairman and
Acting Chairman,
For the Board.

Dated at Ottawa, August 23, 1961.

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During August, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Pacific Stevedoring & Contracting Company Limited, Prince Rupert, B.C., and Local 505 of the International Longshoremen's and Warehousemen's Union (Conciliation Officer: G. R. Currie).

2. J. C. Malone and Company (1959) Limited and Three Rivers Shipping Company Limited, Three Rivers, Que., and Local 1846 of the International Longshoremen's Association (Conciliation Officer: Rémi Duquette).

3. Frontenac Broadcasting Company (CKWS-TV), Kingston, Ont., and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: F. J. Ainsborough).

4. Trans-Canada Air Lines, Montreal, and Trans-Canada Air Lines Sales Employees Association (Conciliation Officer: Rémi Duquette).

5. Canadian Arsenals Limited (Gun Ammunition Division), Lindsay, Ont., and Local 796 of the International Union of Operating Engineers (Conciliation Officer: T. B. McRae).

Settlements Reported by Conciliation Officers

1. Hamilton Terminal Operators Limited, Hamilton, Ont., and Local 1879 of the International Longshoremen's Association (Conciliation Officer: F. J. Ainsborough) (L.G., May, p. 472).

2. Pacific Tanker Company Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie) (L.G., Jan., p. 45).

Conciliation Boards Appointed

1. Barnhill's Transfer Limited, Truro, N.S., and Locals 76 and 927 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen's and Helpers of America (L.G., Sept., p. 921).

2. The Commercial Cable Company, and Seafarers' International Union of Canada, *S.S. Cable Guardian* (unlicensed personnel) (L.G., Aug., p. 797).

3. Quebec Paper Sales and Transportation Company Limited, Donnacona, Que., and Seafarers' International Union of Canada (L.G., Aug., p. 797).

4. H. W. Bacon Limited, Toronto, and Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Aug., p. 796).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in July to deal with a dispute between the Canadian National Railways (Atlantic, St. Lawrence, Great Lakes, Mountain and Prairie Regions, and including Newfoundland District) and Brotherhood of Locomotive Firemen and Enginemen (L.G., Sept., p. 921) was fully constituted in August with the appointment of His Honour Judge René Lippé of Montreal as Chairman. Judge Lippé was appointed by the Minister in the absence of a joint recommendation from the other two members, T. R. Meighen, Q.C., of Montreal and Douglas M. Fisher, M.P., of Port Arthur, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in July to deal with a dispute between the Canadian Pacific Railway Company (Atlantic, Eastern, Prairie and Pacific Regions, including Quebec Central Railway Company and Dominion Atlantic Railway Company) and Brotherhood of Locomotive Firemen and Enginemen (L.G., Sept., p. 921) was fully constituted in August with the appointment of His Honour Judge René Lippé of Montreal as Chairman. Judge Lippé was appointed by the Minister in the absence of a joint recommendation from the other two members, R. V. Hicks, Q.C., of Toronto and Douglas M. Fisher, M.P. of Port Arthur, who were previously appointed on the nomination of the company and union, respectively.

3. The Board of Conciliation and Investigation established in July to deal with a dispute between the Canadian Pacific Railway Company (Atlantic, Eastern, Prairie and Pacific Regions) and Brotherhood of Railroad Trainmen (L.G., Sept., p. 922) was fully constituted in August with the appointment of His Honour Judge John B. Robinson of Haileybury, Ont., as Chairman. Judge Robinson was appointed by the Minister in the absence of a joint recommendation from the other two members, R. V. Hicks, Q.C., of Toronto and Hon.

A. W. Roebuck, Q.C., of Ottawa, who were previously appointed on the nomination of the company and union, respectively.

Settlements Reached following Board Procedure

1. B.C. Air Lines Limited, Vancouver, and Canadian Brotherhood of Railway, Transport and General Workers (L.G. Sept., p. 929).

2. Northland Navigation Company Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., Aug., p. 799).

3. Canadian Pacific Railway Company, S.S. *Princess Helene*, and Seafarers' International Union of North America, Canadian District (L.G., Jan., p. 45).

Settlements after Strikes after Board Procedure

1. Hamilton Shipping Company Ltd., Yorkwood Shipping & Trading Co. Ltd.

and the Hamilton operations of Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Co. Ltd., Caledon Terminals Ltd., Pittston Stevedoring Corp. of Canada, and Local 1654, Hamilton, of the International Longshoremen's Association (L.G., Sept., p. 922). Stoppage of work occurred July 12; work resumed August 18.

2. Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Co. Ltd., Caledon Terminals Ltd., Pittston Stevedoring Corp. of Canada, and Local 1869 and 1842, Toronto, of the International Longshoremen's Association (L.G., Sept., p. 922). Stoppage of work occurred July 10; work resumed August 18.

Strike after Board Procedure

Radio Station CJMS Limited, Montreal, and National Association of Broadcast Employees and Technicians (L.G., May, p. 472). Stoppage of work occurred August 11.

UAW Agreements Break New Ground

New ground in labour-management relations has been broken by collective agreements in the United States automobile industry.

The United Automobile Workers have gained from one manufacturer a profit-sharing plan. From this company and two of the "Big Three" the union has won a broadening of supplementary unemployment benefit provisions to lengthen the duration of payments, increase the amount of benefit, and provide for the payment of benefit for any part of an unscheduled short week not worked.

The changes in SUB bring the UAW closer to its goal of a guaranteed annual wage.

The agreements at General Motors and Ford came after the workers had walked out.

General Motors Agreement

Substantial economic gains for employees were provided in the three-year agreement at General Motors. The agreement was tentatively reached on September 6, one day after the union had extended its strike deadline for a second time.

Although the agreement forestalled a company-wide strike on economic issues, it did not prevent a plant-by-plant strike over local working conditions. By the time this strike was settled, it had led to the shutting down of 92 of the company's 129 plants, and had laid idle 255,000 production workers out of a total work force of

between 325,000 and 350,000. Because it shut off deliveries of parts to plants of General Motors of Canada, the strike caused brief layoffs of Canadian auto workers.

Chief issue in the local strikes was the amount of "relief time" to be allowed assembly and production line workers.

The main gains in the economic agreement included:

—Increase in supplementary unemployment benefits to nearly 80 per cent of take-home pay, when combined with unemployment compensation, for a maximum of 52 weeks instead of the previous 26 weeks (in most states).

—Provision of 65 per cent of straight-time hourly pay for each hour not worked under 40 in a scheduled short work week.

—A wage increase of 6 cents an hour, or 2.5 per cent, whichever is greater, plus cost-of-living allowances adjusted on a quarterly basis.

—Incorporation in the base wage rate of 12 cents of the previous 17-cent adjustable cost-of-living allowance.

—Increase in pension benefits from a rate of \$2.50 to a rate of \$2.80 a month for each year of credited service.

—Increased hospital, surgical and medical benefits, with 2 cents of the 1961 wage increase being diverted to help pay the cost of hospital-medical benefits, and the rest of the cost being paid by the company.

(Continued on page 1092)

LABOUR LAW

Legal Decision Affecting Labour

Supreme Court of British Columbia finds union, three officers and 16 members jointly liable for damages suffered by company as result of an illegal strike

On May 31, 1961, Mr. Justice Munroe of the Supreme Court of British Columbia found Local 115 of the International Union of Operating Engineers, three of its officers and 16 other members of the union jointly liable for damages suffered by Perini Pacific Ltd. as a result of an illegal strike.

The Court held that the employees concerned, in refusing to work, acted in combination for the purpose of compelling the company to agree to terms of employment in breach of the Labour Relations Act, and caused an unlawful strike. Further, the Court held that the picketing at the job site was in contravention of the Trade-unions Act and therefore illegal.

Local 115 of the International Union of Operating Engineers was certified as bargaining agent for the operating engineers employed by Perini Pacific Ltd. The union and the company were bound by a collective agreement dated February 12, 1959. The company was under contract with the B.C. Department of Highways to construct a bridge over the Fraser River at Port Mann, B.C., within a specified time.

On September 28, 1960, the company discharged one of its employees, a member of the union, for cause. Actually his pay-off slip showed not that he was discharged, but rather that he was "laid off" as being "not satisfactory" and contained the foreman's recommendation that he be "not re-hired". This was done with a view of not prejudicing the employee's chance for employment with others, and of not disqualifying him for unemployment insurance benefits.

The pay-off slip was not shown either to the employee concerned or to the union, but the company explained by telephone to the union officer that the employee discharged was unsatisfactory and lazy and under no circumstances would the company re-hire him. Nevertheless, on October 13,

the employee in question was sent by the union and was re-employed by the company as a mechanic's helper. The next day, however, the company's project manager learned about the re-employment and immediately gave instructions to dismiss the employee. As a result, the 17-member crew of operating engineers (with the exception of the shop steward) ceased to work and refused to continue to work.

The company's representative told the men that they must resume work and suggested that the grievance procedure outlined in the collective agreement should be followed, but the men persisted in their refusal, stating that they would return to work only if the discharged employee was reinstated in his employment. Then the company discharged all members of the crew for refusal to work (except the shop steward, who was willing to work) and informed one of the union's business agents of what had happened. The union officer's answer was that there was "nothing he could do," and he did nothing. Later, more employees refused to work and were discharged. All these dismissals were made for just cause, namely, refusal to work.

On October 17, a meeting took place between the representatives of both the company and the union. The union officials insisted that the union had no part in the refusal of the men to work; the company representatives expressed their doubts on that. The company asked what the union proposed to do about the illegal strike and insisted that the men involved should be disciplined by the union; otherwise the company would not re-hire them.

The union representatives claimed that the men should be re-hired and maintained that the union could not discipline them. Also, the union representatives let it be known that the men would return to work if the company would dismiss one of the supervisors.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

The dismissal of the employee, which provoked the cessation of work, was discussed in an inconclusive way, the company's representatives suggesting that grievance procedure could and should have been invoked without any cessation of work.

At a second meeting held the same day, the company's representatives read evidence that would indicate that the men were waiting for instructions from the union about returning to work and said it appeared that the whole dispute was arranged by the union. The discussions broke up with no solution in sight.

Between October 17 and November 15, the access road leading to the bridge project was picketed, causing a complete cessation of work. The company made a complaint to the Labour Relations Board under the provisions of the Labour Relations Act. On October 27, the Board ordered the union and employees to cease supporting, encouraging, condoning or engaging in activities that were intended to obstruct or limit production. The order of the Board was disobeyed.

Subsequently, on November 12, an *ex-parte* injunction was granted by Mr. Justice Wilson restraining, until the trial, the union, its agents and employees from watching, besetting or picketing for the purpose of persuading or inducing any employee or any other person to cease or abstain from working for the company in connection with the bridge project. The construction of the bridge was resumed about November 21 after a settlement between the union and the company under which some, but not all, of the strikers were re-employed.

As a result of the work stoppage, the completion of the construction of the bridge was delayed for 37 days. During the stoppage of work, the union paid to each of its discharged members, out of its "strike and defence fund," sums of money equivalent to that which they would be entitled to draw from the Unemployment Insurance Fund had they been eligible for those benefits.

Under the union constitution such payments are authorized to assist "in sustaining the members in cases of lockouts or authorized strikes." This strike, however, was not sanctioned by the international union. Indeed, the President of the international union on November 16 ordered the officers of the Local to return the men to work. Later, at the trial, some employees claimed that the payments were by way of a loan. The union constitution and by-laws provide, however, that the "strike and defence fund" can be used only for strike,

lockouts and defence purposes and there is no authority to loan such money to members.

After the resumption of work, the company brought action against the union, three of its officers and 16 other members for damages, for an order for a permanent injunction, and a declaration that the collective agreement was no longer binding upon the company.

Mr. Justice Munroe in his reasons for judgment drew attention to a clause of the collective agreement that provided that only pickets or placards authorized by an AFL-CIO Building Trades Council were to be recognized and that the union agreed to abide by the labour laws of the province. In the dispute under review, the Building Trades Council did not authorize any picketing and such permission was not sought by the union. The collective agreement provided also for a grievance procedure that provided for various ways of settling grievances between the employer and the union with, as a final resort, an arbitration board that would render a final decision binding on the parties.

Also, Mr. Justice Munroe referred to various sections of the B.C. Labour Relations Act dealing with the definition of "strike" (S. 2 (1)), limitations of trade union activities regarding limitations or restriction of production or services (S. 5 (2)), inquiry by the Labour Relations Board into unfair labour practices (S. 7), prohibition of strikes during the term of a collective agreement (S. 46 (2)), pre-strike vote (S. 50 (1)), illegality of strikes where the trade union has not complied with Section 40 and Sections 45 to 50 of the Act. He noted that in the dispute at bar no strike vote was taken at any time.

Further, Mr. Justice Munroe made reference to specific sections of the B.C. Trade-unions Act, such as: Section 2 (definition of "labour dispute" and "lockout"), Section 3 (prohibiting all persuasion, including picketing in case of illegal strike), Section 4 (liability in damages for breach of the Labour Relations Act and for picketing in case of illegal strike and for secondary boycott activities), Section 5 (acts of union members which are not actionable), Section 7 (2) (legal entity of trade unions).

Upon the evidence, Mr. Justice Munroe found that the union members (the defendants in the case at bar) who were employed by the company, in refusing to work, acted "in combination or in concert or in accordance with a common understanding for the purpose of compelling their employer to agree to terms or conditions of employment"

of its employees, in breach of Section 46 (2) and Section 50 of the Labour Relations Act, that they chose not to follow the grievance procedure and that their refusal to work was an illegal strike. Further, their picketing upon the access road and at the job site constituted a breach of Section 3 (2) of the Trade-unions Act. The individual defendants, having acted in concert in breach of the Labour Relations Act and in breach of the Trade-unions Act, became jointly and severally liable in damages under Section 4 of the Trade-unions Act. The company suffered damages as the result of an unlawful strike and as the result of picketing which brought the construction of the bridge to a virtual halt.

Mr. Justice Munroe found also that three of the union officials who were not the company's employees were equally liable with the individual defendants for damages because they were parties to the illegal acts above described and therefore must have shared as individuals the responsibility for the violations of the Labour Relations Act and the Trade-unions Act. Their submission that they should not be individually liable because whatever they said or did was only as officials or agents of the union and not as individuals was rejected.

Next, Mr. Justice Munroe dealt with the liability for damages of the union as such. He rejected the submission made on behalf of the union that nothing could be done about the illegal strike. In his opinion, the union officers could have told the men at once that they had acted in breach of the law; they could have ordered the men to resume work on pain of being subjected to the very considerable disciplinary powers available to the union; they could have forbidden picketing on pain of being disciplined by the union, since the union could also be liable in law for such picketing. Instead of putting obstacles in the way of resumption of work, the union could have devoted their efforts to getting work under way and, if thought necessary, the union could have initiated grievance procedure. Mr. Justice Munroe also pointed to the fact that under the Trade-unions Act the act of any member of a trade union is presumed, unless the contrary is shown, to be done, authorized, or concurred in by the trade union.

Counsel for the union referred to Section 22 of the Labour Relations Act and argued that the court had no jurisdiction in the dispute at bar by reason of the terms of the collective agreement and that exclusive jurisdiction is vested in the arbitration board as provided in the agreement. Mr. Justice Munroe rejected this argument. He

noted that Section 22 provides for final and conclusive settlement without stoppage of work, "by arbitration or otherwise," but the compulsion is limited to differences between the persons bound by the agreement "concerning its interpretation, application, operation or any alleged violation thereof." The dispute under review was not such a difference. The proceedings before the court were not in respect of a dispute which the parties agreed to refer to arbitration. Nor was there a *bona fide* labour dispute, but a breach of a statute. Consequently, Mr. Justice Munroe held that the court had jurisdiction to determine the liability and assess the damages recoverable under Section 4 of the Trade-unions Act.

Counsel for the union submitted that the union as such did not persuade or endeavour to persuade anyone not to enter the company's place of operation or employment, did not authorize or concur in anything done by the individual defendants which was prohibited by either the Labour Relations Act or by the Trade-unions Act, and could only be liable for the acts of its agents when acting within the scope of their authority as ascertained by the constitution and by-laws of the union.

Further, the union argued that the word "concur" as used in Section 4 of the Trade-unions Act does not impose liability on one only because of an opinion which one may hold, but rather that such concurrence can only be inferred by his actions. Mr. Justice Munroe agreed with the latter submission that the word "concur" as used in Section 4 actually means "to combine in action" or to "co-operate with"; in other words, one does not become liable under that section because of one's thoughts, but rather because of one's actions or failure to act in breach of a legal duty.

When considering the whole of the evidence before the court, Mr. Justice Munroe found factors that pointed to the personal liability of the three union officers and other factors that pointed to participation by the union in the strike and in the activities that followed. For instance, a proposal for settlement made by the company was not even placed before the union members for consideration. Further, the minutes of the meetings of the general membership of the union and of its Executive Board led to the conclusions that the union was directing or giving leadership to the activities of the men throughout. Having regard to the whole of the evidence, Mr. Justice Munroe concluded that the union as such was a party to the statutory breaches that occurred and authorized and concurred in the prohibited acts of the individual defendants.

Mr. Justice Munroe accordingly held that the union was liable to the company for its damages.

However, since the settlement of the strike had already been made and the parties to the collective agreement were conducting themselves as if it were still in force, and as there was no statutory or contractual breach threatening or occurring, he did not grant the declaration that the

collective agreement was not binding on the company, nor did he grant the permanent injunction requested. The court assessed damages jointly against all the defendants (the union, three union officers and 16 other union members) at the sum of \$39,559.03. *Perini Pacific Ltd. v. International Union of Operating Engineers, Local 115, et al.*, Canadian Labour Law Reports, August 29, 1961, Para. 15,370.

Recent Regulations under Provincial Legislation

Quebec raises minimum wages of forestry workers, and sets out special vacation pay requirements for salesmen paid entirely by commission. Alberta revises regulations for stationary engineers, changing requirements for examinations

In Quebec, a new minimum wage order for forestry workers increased, by $7\frac{1}{2}$ or 10 per cent, rates for persons hired on a fixed wage basis and set special rates for pieceworkers engaged in cutting pulpwood and sawlogs. Another order of the Quebec Minimum Wage Commission dealt with vacation pay of salesmen paid exclusively by commission.

In Alberta, new regulations under the Boilers and Pressure Vessels Act made some changes in the requirements for examinations for engineers' certificates. An order of the Board of Industrial Relations extended the seasonal exemption from the hours standards previously granted to employees in the logging and sawmill industries.

Alberta Boilers and Pressure Vessels Act

Alberta Regulation 200/61 respecting engineers and firemen has been issued under the Boilers and Pressure Vessels Act. Gazetted July 31, it rescinds Alta. Reg. 93/57 (L.G. 1957, p. 1495).

Most provisions previously in effect are retained. The main new ones relate to changes in examinations for First and Second Class Engineers, qualifying experience for Fourth Class Engineers, and credit for technical courses.

The new regulations provide for the division of examinations for First and Second Class Engineers' Certificates into Part A and Part B. Part A may be taken after the candidate has obtained 12 months of specified qualifying experience. Alternatively, both parts may be taken after completion of the required qualifying experience. Part A, however, must be passed before marks may be assessed for Part B. The candidate must obtain 70 per cent of the total marks

allotted for each part of the examination, the same percentage as formerly required for the single examination.

A candidate for a Fourth Class Engineer's examination may now submit as one of the options for acceptable qualifying experience proof that he has been employed for a minimum period of at least 24 months as a fireman of any steam plant, and holds a Fourth Class Certificate issued by an approved school of technology.

The new regulations contain additional provisions specifying what credit for technical courses may be allowed in connection with examinations for Second, Third and Fourth Class Engineer's Certificates.

In this respect, a candidate who holds a diploma awarded by an approved school of technology for the completion of a two-year day course in power plant engineering is qualified for a Second Class Engineer's examination if he also has an Alberta Third Class Engineer's Certificate and one-half the qualifying experience of the type required by specified sections of the regulations.

Likewise, if he holds a diploma for completion of the above two-year course, he is qualified for a Third Class Engineer's examination, provided that he has four months qualifying experience of the type required by specified sections of the regulations.

Similarly, if a candidate has successfully completed the first term of the foregoing two-year course in power plant engineering, he is qualified for a Fourth Class Engineer's examination.

The Chief Inspector may now determine the duration of any Temporary Certificate, provided that the period does not exceed the

time necessary for the person to qualify for the required valid certificate. Previously the duration was specified in the regulations.

A new obligation placed upon the owner of a steam plant requires him to designate one person to be the chief steam engineer.

Alberta Labour Act

An order under the Alberta Labour Act extending the seasonal exemption from the hours provisions of the Act previously granted to employees in the logging and sawmill industry was gazetted on July 31 as Alta. Reg. 202/61, to take effect from date of publication. It replaces Alta. Reg. 359/58.

The new order has the same territorial application as the former order, applying to persons employed in the logging and sawmill industry in rural areas more than 10 miles from any city or in towns and villages with a population of less than 1,000.

The order permits such employees to work up to nine hours in a day and up to 208 hours in a month from November 1 each year to March 31 of the following year. Previously, longer hours were permitted only during the period from December 1 to March 31.

In areas where climatic conditions are such that logging and sawmill operations cannot be carried on during this period, hours of employees may be extended during the period from June 1 to October 31, subject to the approval of the Board of Industrial Relations.

As before, time and one-half the regular rate must be paid for all hours worked in excess of nine in a day or 208 in a month, whichever is greater.

British Columbia Apprenticeship and Tradesmen's Qualification Act

In British Columbia, special regulations respecting certificates of proficiency in the automobile mechanic trade, one of the trades designated under the Apprenticeship and Tradesmen's Qualification Act, were gazetted on July 27 as B.C. Reg. 107/61.

In the new regulations, the automobile mechanic trade is defined as "the repair, adjustment and replacement of mechanical and electrical parts of automobiles, trucks and buses and such work as is usually performed by a journeyman automotive mechanic."

Any person who submits satisfactory proof of having served an apprenticeship in the automobile mechanic trade or of having completed a period of qualifying time of

10,000 hours may be issued a certificate of qualification upon passing the prescribed examinations.

Examinations, which will include both theoretical and practical tests, will be prepared by the advisory committee, and must be forwarded to the chairman of the examining board at least 10 days prior to the examinations. Completed tests are to be marked and evaluated by the trade examining board in consultation with the advisory committee.

A candidate who fails to pass an examination may apply for further examinations on the subjects in which he failed.

Quebec Minimum Wage Act

The Quebec Minimum Wage Commission has issued a new minimum wage order for forestry workers, increasing minimum wages of persons hired on a fixed wage basis by $7\frac{1}{2}$ or 10 per cent and establishing piecework rates for persons engaged in cutting pulpwood and sawlogs. The new order, which replaces a 1960 order (L.G., May 1960, p. 647), went into effect on July 8, the date of publication, and will remain in force until May 1, 1962.

Another order approved by O.C. 1643 of July 27 and gazetted August 5 deals with vacation pay for salesmen paid exclusively by commission.

Order No. 39 (1961)—Forest Operations

Except that it expressly covers persons engaged in clearing away brush for the construction of roads, dams or transmission lines, the revised order has the same coverage as the order it replaces, applying to all employees engaged in logging or driving operations, reforestation enterprises, forest fire prevention work or forest improvement undertakings. Caterers, contractors, subcontractors and intermediaries connected with any of these undertakings are also subject to the Order.

The exemptions are also unchanged and include: employees in wood processing plants other than sawmills producing lumber for logging operations; emergency fire fighters; workers transporting lumber outside the forest; farm employees; the employer's consort; persons working in a forest colony, and workers exempted from the Minimum Wage Act.

Employees covered by a collective agreement under the Labour Relations Act which has provisions relating to wages and working conditions which are generally better than those set out in the order are exempted from Parts II and III in so far as supervision of the Commission is concerned.

Hours

As before, the normal work week for forestry workers is 54 hours except in the case of cooks, kitchen help, stablemen, guards, fire rangers, workers who load and unload boats, persons engaged in driving operations, pieceworkers whose hours cannot be established and employees engaged in clearing away brush. Such persons are deemed to have no normal work week and are therefore not entitled to overtime. As before, time spent travelling between the camp and the work area is considered working time and must be paid for at regular rates.

Minimum Rates

Hourly, daily and weekly rates are again set for persons hired on a fixed wage basis, the determining factor being the extent to which hours are controlled. The minimum for employees whose hours of work are verifiable has been increased from 90 cents to \$1 an hour; that of workers whose hours cannot be verified from \$8 to \$8.60 a day. Forestry workers without a regular work week are now to receive \$51.60 a week instead of \$48.

The revised order adopts a policy followed until the 1960 revision and sets special minimum rates for inexperienced or handicapped employees (including pieceworkers) whose productivity is below average. The minimum for employees in this category is 60 cents an hour if their hours can be verified and \$6 a day if they cannot. In addition, the order imposes a quota, stipulating that the number of inexperienced and handicapped employees may not exceed 10 per cent of the total labour force in any one camp.

The minimum for pieceworkers other than those whose output is below normal and pieceworkers cutting pulpwood and sawlogs is now \$10 a day instead of \$9. The rates for pieceworkers who have worked less than 12 days for the one employer are the same as before, 60 cents an hour if their hours can be verified, \$6 a day if they cannot.

In line with practices followed until 1960, the new order sets special piecework rates for pieceworkers or jobworkers engaged in cutting pulpwood and sawlogs. In pulpwood operations, pieceworkers who cut and pile the logs are to be paid \$4.80 per cord for aspen and poplar and \$6 per cord for other wood. For cutting wood measured in solid cubic feet they are to receive \$5.60 per 100 s.c.f. for aspen and poplar and \$7.05 per 100 s.c.f. for other wood.

Slightly lower rates are set for employees in pulpwood operations who do not pile the logs. The minima for aspen and poplar are \$4.15 per cord and \$4.90 per 100 s.c.f. and for other wood \$5.20 per cord and \$6.15 per 100 s.c.f.

In addition to the rates described above, the order requires pulpwood cutters to be paid an additional allowance for peeling. The minimum for this work is \$2.65 per cord for aspen and poplar and \$3.30 per cord for all other wood. For wood measured in solid cubic feet the rates for peeling are \$3.15 and \$3.85 per 100 s.c.f., respectively.

Pieceworkers and jobworkers who cut sawlogs and perform such auxiliary work as building small hauling roads and swamping are to be paid at least \$9 per 1,000 board feet, \$6 per cord, or \$7.05 per 100 s.c.f., depending on the unit of measurement. If they do peeling, they are to receive an additional \$7.25 per 1,000 board feet, \$3.20 per cord or \$3.85 per 100 s.c.f.

Pieceworkers who do not construct small hauling roads or perform other auxiliary work may be paid at a lower rate provided the rate is specified in the engagement contract and is not less than \$9 a day.

As previously, the order stipulates that the piecework rates apply to the quantity of marketable timber accepted by a culler as defined in the Quebec Cullers' Act. It further provides that the culling system used for calculating stumpage dues must be used as the basis for calculating wages of cutting pieceworkers.

Overtime

Under the revised order, an hourly rated employee not governed by a collective agreement must be paid one and one-half his regular rate for overtime; all other forestry workers are to be paid one and one-half the applicable minimum rate. Previously, the overtime rate was one and one-half the minimum for all forestry workers.

The new order also provides that employees hired for a fixed weekly, monthly or yearly salary need not be paid overtime if they earn \$65 or more a week. Formerly, this exemption applied to persons earning \$62 a week or more.

Deductions

Except that the maximum charge for board and lodging has been raised from \$1.50 to \$1.65 a day, the provisions regarding deductions from wages are the same as formerly. Employers are again prohibited from charging for the rental or use of bedding, but may make deductions from an employee's wages if bedding is lost or

not returned, provided the rates are mentioned on notices and pay statements. They may also charge for laundering if a price list is posted in the employees' living quarters.

All employees except pieceworkers and jobworkers must be provided with the necessary tools and equipment at the employer's expense and may not be charged for worn or broken tools or accessories. Employers, however, are again permitted to make deductions from wages if tools, equipment or safety garments are lost or not returned.

The following other deductions are permitted: deductions imposed by an Act or court order; cash advances made to the worker, and the price of goods sold, provided a price list is posted in a conspicuous place in a camp building.

Weekly Rest

As before, forestry workers with a regular work week must be given a weekly rest of 24 consecutive hours or two periods of 18 hours each.

Vacation Pay

Under the revised order, every forestry worker who has worked at least 50 days (previously 75 days) within a four-month period for one employer is entitled, on termination, to vacation pay equal to 2 per cent of earnings. The order again stipulates that the vacation allowance does not apply to employees laid off, further providing that work shortage or the termination of cutting or other operations does not mean "laid off".

Employees whose service has been continuous must be paid their vacation allowance for the previous 12-month period during the month of May.

General Provisions

The general provisions dealing with notices, contracts, records and earnings statements are substantially the same as formerly.

Before beginning operations, the employer must send the Commission written notice of his plans, at the same time requesting sufficient copies of this order for posting in his camps.

Before an employee starts to work, the employer must give him a signed contract showing the conditions of employment, including method of payment and wage rate. A copy must be sent to the Commission when an employee's services are terminated.

The order again provides that the employee must be reimbursed for his transportation expenses en route, including board

and lodging, with the employer being permitted to claim for such services any sum specified in the hiring contract.

Employers engaged in forestry operations are again required to keep records showing in respect of each employee: name and address, occupation, date of commencement of employment, pay period, total number of hours worked, overtime, rate and basis of wages, deductions, take-home pay and, where applicable, information regarding vacation pay. Particulars respecting hours and overtime need not be recorded in the case of employees whose hours cannot be established nor in the case of workers on a fixed weekly, monthly or annual salary whose weekly wage is \$65 or more because, as previously noted, such employees are not entitled to overtime. Records are to be kept for at least six years and particulars must be forwarded to the Commission upon request.

Every pay day, an employee must be given a statement showing: his name and address; pay period; total number of hours worked, including overtime; wage rate and wages earned; the amount of earnings, if a pieceworker or jobworker, and the basic rate specified in the engagement contract; deductions, and take-home pay. However, pay statements of persons hired for a fixed weekly, monthly or yearly wage and earning more than \$65 a week need not show hours worked as these employees have no right to claim payment for overtime.

The operation commonly known as "bunching" is again prohibited.

The order also contains the usual provisions regarding the posting of orders, regulations or other documents sent by the Commission.

Order 3, 1957—Vacations With Pay

Salesmen paid wholly or partly by commission had originally been excluded from the general vacation order, but an order gazetted March 11 brought all salesmen within the scope of the order except salesmen paid exclusively by commission who have worked less than three consecutive months for one employer.

The amending order sets out special vacation pay requirements for salesmen paid entirely by commission who have worked three or more consecutive months for the one employer. It provides that such salesmen must receive vacation pay equal to 2 per cent of their net earnings after deductions for selling expenses have been made. The order further provides, however, that vacation pay may not exceed 2 per cent of \$1,000 of commission per month or \$12,000 for 12 months.

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Claimants for benefit at end of July down 4.3 per cent from end of June and 13 per cent from end of July 1960, statistics* show. Total of initial and renewal claims during month up 12 per cent from June, down 10 per cent from July 1960

Claimants† for benefit on July 31 numbered 255,300. This represented a drop of 4.3-per-cent from the June 30 total of 266,900 and a decline of 13 per cent from the 294,100 reported at July 29, 1960.

Initial and renewal claims for benefit in July amounted to 126,200, a total of 12 per cent greater than the 112,800 in June but 10 per cent smaller than the 140,400 in July 1960. The increase from June to July is associated mainly with the closing of plants for annual holidays.

The average weekly number of beneficiaries in July was estimated at 191,000, compared with 249,600 in June and 225,900 in July last year.

The average weekly benefit payment was \$23.13 in July, \$23.57 in June and \$21.81 in July 1960.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for July show that insurance books or contribution cards had been issued to 4,425,033 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1961.

At July 31 employers registered numbered 332,258, an increase of 248 since June 30.

Enforcement Statistics

During July 9,116 investigations were conducted by enforcement officers across Canada. Of these, 6,525 were spot checks

*See Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

In a comparison of current employment consideration should be given to relevant statistics with those for a previous period, factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants".

of postal and counter claims to verify the fulfilment of statutory conditions and 101 were miscellaneous investigations. The remaining 2,490 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 219 cases, 97 against employers and 122 against claimants.* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 1,551.†

Unemployment Insurance Fund

Revenue received in July totalled \$29,052,187.30 compared with \$26,108,825.20 in June and \$29,878,737.04 in July 1960.

Benefits paid in July totalled \$18,550,592.50 compared with \$25,890,433.13 in June and \$19,702,606.90 in July 1960.

The balance in the Fund on July 31 was \$120,771,909.13; on June 30 it was \$110,270,314.33 and on July 31, 1960, it was \$306,363,607.24.

†These do not necessarily relate to the investigations conducted during this period.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1851, June 30, 1961

Summary of the Main Facts: The claimant filed an initial application for benefit at the National Employment Office at St. Stephen, N.B., on November 30, 1960, and was registered for employment as a logger. He had worked as a woodsman for Mr. X....., pulpwood dealer, Lynnfield, N.B., from May 16, 1960 to October 29, 1960, when he became separated from his employment for the following reasons: "I left to cut Xmas trees for myself—when I had finished cutting trees there was no work for me—I expect to go back to work for Mr. X..... in a couple of weeks." His rate of pay was \$7 a day.

On January 19, 1961, the Commission's local office notified the claimant, by letter, of an offer of employment of three months' duration as a logger with Mr. A....., Canouse, N.B. The rate of pay was \$5 a cord, which the local office reported was the prevailing rate in the district for that type of work. Other conditions relating to the job were: the hours of work consisted of eight to nine a day and 50 to 54 a week; cut, yard, saw and pile pulpwood; horse supplied free; camp on site. The place of work was eight miles distant from his home and he would have had to supply his own transportation.

It was stipulated in the notice that if the claimant did not apply or was not accepted by the employer, he was to inform the local office by January 23, 1961. The local office reported that the claimant did not reply to the offer of employment.

On January 25, 1961, the insurance officer informed the claimant, by letter, that he was disqualified and that benefit was suspended from January 22, 1961 to March 4, 1961, inclusive, because, in his opinion, the claimant had, without good cause, failed to apply for a situation in suitable employment (section 59 (1) (a) of the Act).

A day or two later, the local office received a reply from the claimant, dated January 25, to the effect that he was unable to avail himself of the offer of employment because his automobile was not running, and it was impossible for him to be away from home at night as his wife might be admitted to the hospital at any moment. He stated also that there were no neighbours nearby and, therefore, he could not leave her alone with their five children.

The claimant completed the following questionnaire, which was forwarded to him by the local office on January 30, 1961, and added the footnote indicated:

Can you accept any work at this time?

Any work when I can stay home at night.

In what area could you accept work?

Any reasonable distance that I can commute.

What possibilities are there for you to obtain work in your area?

Not too good until after some of the snow goes. The government is going to do road work.

How soon would this work be available?

Maybe 15 March.

I expect to have my car going in a few days, then I can get back and forth at night and morning to work and I will try to get on with Mr. A..... then if he still has any opportunities.

From the above-mentioned disqualification, the claimant appealed to a board of referees on January 30, 1961, and stated:

...It is impossible for me to take a job at present where I am required to stay away from home at night. My wife is pregnant and I have to see that the water for the next day is carried. My well is dry and I have to carry water approximately 400 yards and my wife can't do it in her present condition. We have 5 children, the oldest 10 years old and I'm not strong enough to carry the amount of water required for each day. My nearest neighbour is about $\frac{1}{2}$ mile away. My car at present is not running but I expect to have it running this week and I will accept work with Mr. A..... then, as I can commute as it is only a distance of 11 miles, if he still has any openings for me.

In view of the reasons given by the claimant for not applying for the said employment, the local office wrote to him on February 2, 1961 and requested the following evidence and information: (a) medical evidence from his doctor verifying the fact that his presence was required at home at night (b) what arrangements he had made for the care of his children while his wife was in the hospital (c) must he remain at home while his wife was ill to care for the children and (d) as his automobile was not running, could he have made other arrangements to travel to and from the job in Canouse, N.B.

The claimant replied on February 6, 1961 and stated, among other things, that as his aunt was coming from [a village four miles

distant from his home] and would care for the children, he would not be required to stay at home during the day. He said also that he did not know of anyone in his area who was working at Canouse with whom he could drive to and from work. He added that he expected to have his automobile running again that evening.

The employment officer commented that there were no job opportunities in the claimant's immediate area and none within walking distance.

On the evidence before him, the insurance officer notified the claimant, by letter, on February 9, 1961, that he was disqualified and that benefit was suspended from January 22, 1961, on the ground that he was not available for work, inasmuch as he was restricting his acceptance of employment to his home area because of his domestic responsibilities (section 54 (2) (a) of the Act).

The claimant submitted a medical certificate dated February 13, 1961, to the effect that his wife was "...advanced 6½ months in pregnancy. She has several small children at home. It is desirable that her husband be at home during the night."

The claimant wrote to the local office on March 7, 1961, stating that he was now able to go back to work. In view of this statement, he was requested by the local office on March 9, 1961, to complete a questionnaire, the particulars of which are as follows:

What date were you able to accept employment?

6 March 1961.

As one of the reasons given by you for not being able to accept employment was due to your wife's condition, has her condition now improved or what arrangements have you made for someone else to be with your wife during your absence or while you are working?

My aunt, B..... C....., will stay with my wife if I get work—she became available 6 March 1961.

In what area would you now accept work?

Anywhere in the area where there is a camp to stay in, or where I could get a ride back and forth to work.

What are the prospects of your obtaining work in the area?

I have been promised a job for the Dept. of Public Works when the snow settles.

What means of transportation, if any, could you use if you found work?

I would have to get a ride with someone else or stay in a camp.

A board of referees heard the case in Saint John, N.B., on March 15, 1961. The claimant was neither present nor represented at the hearing. The board was of the unanimous opinion that the claimant had shown good cause for refusing to apply for the said offer of employment and had shown also that he was available for work. The board, by a unanimous decision, restored benefit from January 22, 1961 until such time as the claimant was offered a job in the area where there was transportation available or overnight accommodation.

The insurance officer appealed to the Umpire on May 12, 1961, and stated:

"...It is considered that the board of referees did not follow the guidance given in CUBs 510, 1250 and 1409 to which its attention was invited in the submission. It is submitted that the position offered to the claimant, which was in his registered and usual occupation, was suitable within the meaning of section 59 (1) (a) of the Act and that the claimant failed, without good cause, to apply for such situation when it was offered to him. It is further submitted that the claimant was not available for work as required by section 54 (2) (a) of the Act because of his restricted availability due to his domestic circumstances.

The board's statement to the effect that there was no means of boarding or staying overnight at or near the place of employment is not in accordance with the facts. At the time the claimant was notified of the job offer, he was advised that there was a camp on the job site. The local office has reaffirmed the fact that there was a camp site, although the employees were required to provide their own food.

The board accepted the statement that the claimant's aunt would look after his home when necessary, although the aunt's services were apparently not available until 6 March 1961. It also does not alter the fact that when suitable work was offered to the claimant, he was not prepared to take it. The claimant repeatedly stated he could only accept work in his immediate area where he would be able to commute and be home at nights. As his car was not in working order, he had no means of transportation and according to the evidence there were no opportunities of employment in the claimant's immediate area.

It is respectfully submitted, therefore, that the board of referees erred in its assessment of the evidence and that its decision should be set aside.

Considerations and Conclusions: On the facts before me, I see no valid reason to disturb the unanimous finding of the board of referees that "the claimant has shown good cause for refusal to apply for suitable employment," particularly as the record shows that the claimant's "personal circumstances" (CUB 1250) and his domestic responsibilities appear to have presented a "grave problem" (CUB 1409) at the time and for some time after the employment in question was notified to him.

However, the aforementioned circumstances and responsibilities of the claimant

were, in my opinion, so imperiously restrictive that, for all practical purposes, he was not genuinely in the labour market during the period January 22 to March 5, 1961. Consequently, in respect of that period, I agree with the insurance officer's submission that the claimant has failed to prove his availability for work and that the board of referees erred in its assessment of the evidence on that point.

To this extent, I decide to allow the insurance officer's appeal.

Decision CUB-1866, July 21, 1961

Summary of the Main Facts: The claimant filed an initial application for benefit at the National Employment Office in Stratford, Ont., on January 5, 1961. She had worked for X..... & Co. Ltd., knitters of socks, Tavistock, Ont., for a period of 30 years.

On December 22, 1960, she separated from her employment for the following reasons:

I left voluntarily because the factory was very cold for working and I had difficulty getting to work in the snow. The Company would not bring me work to do at the house. If needed by the Company I will return to work in the Spring. I have been unemployed since 23 December 1960. I would be available for work at X..... & Company, Tavistock, only. I do not care to work anywhere else. (If I could do that I would go back to the X..... Company.) I'd have lots of work at the X..... Co., if I could go there. Her rate of pay was \$35 a week and her occupation was that of a mender.

The following information was received from the employer by the Stratford Local Office on January 4, 1961:

Mr. Z..... of the X..... Co., Tavistock, phoned regarding (the claimant), 58 years of age. He said was going to lay her off, partly account of health and she had no means of transportation to plant until Spring. He said she is a mender and could do the work at home but Company had no way of getting socks to her. When asked had (the claimant) worked during other winters during her long service and he said yes, this was the first year that she didn't have transportation to plant. It was pointed out to Mr. Z..... that transportation was the workers' problem. He said she would return to work in the Spring...

In the Confirmation of Separation, dated January 6, 1961, the employer stated:

She took sick last year with bronchial trouble. Since returning to work she has found it increasingly difficult during the Winter to get to work at the proper time and stand up to the hours of work. She would be able to mend the socks at home but we are unable to send them to her. In view of this, she will be unable to work until the Summer time when she feels that she will be able to return to our employment.

On the information before him, the insurance officer notified the claimant, by letter, on January 17, 1961, that she was disqualified and that benefit was suspended from January 1, 1961, on the ground that she was not available for work because she was unduly restricting her sphere of employment (section 54 (2) (a) of the Act).

The claimant appealed to a board of referees on January 25, 1961, and stated that if suitable employment could be found for her she would be willing to accept it.

On receipt of the said appeal, the local office wrote to the claimant on February 15, 1961, and asked if she would accept suitable work if it could be found for her, inasmuch as she had originally stated that she would only accept work with the X..... & Co. Ltd. She was also asked what type of work she would accept and where. At the same time, it was pointed out to her that she should be actively seeking work and not relying entirely on the services of the National Employment Office.

On February 16, 1961, the claimant replied, briefly, to the effect that she was available for any work if the transportation was suitable and that she would look for work as much as possible.

On receipt of the additional information contained in the claimant's letter of February 16, 1961, no change was made in the insurance officer's decision, as the claimant had not indicated whether she was able to accept employment due to transportation difficulties.

On February 15, 1961, the local office wrote to the employer and asked if the Company had any work for the claimant and if "she could be working now" if she had applied to the Company. The employer was asked also if she had communicated with the Company in that respect.

On February 17, 1961, the employer replied as follows:

...It is not easy to reply with a straight yes or no. (The claimant) has worked for us a great many years and has always tried to do good work. Lately she has been slowing down and has difficulty keeping up with the normal amount of work expected. In view of this we would not ordinarily take her back to work unless she is able to keep up.

We believe that she would be better off in a little less strenuous work.

The board of referees heard the case in Kitchener, Ont., on March 14, 1961. The claimant was neither present nor represented at the hearing. The board, by a unanimous decision, held that there were extenuating circumstances in the case and,

therefore, reduced to six weeks the indefinite disqualification imposed by the insurance officer, viz., January 1, 1961 to February 11, 1961, inclusive.

On May 31, 1961, the insurance officer appealed to the Umpire and stated:

...that the board erred in its decision on two grounds: (1) the evidence indicates clearly that by placing too many restrictions on her availability for work the claimant had withdrawn from the labour market and (2) the board has no legal power to make any findings under the provisions of section 54 (2) (a) of the Act on the basis of extenuating circumstances.

In Exhibits 1, 2 and 3 it is shown that the claimant left voluntarily the employer for whom she had worked in Tavistock for 30 years, because she had difficulty getting to work in the winter and she found the work to be increasingly difficult. She indicated clearly that she was not in a position to take any employment prior to the spring, unless the work could be done at home. This is fully confirmed by her previous employer. She added that she would return to work in the spring, if her previous employer needed her.

These restrictions are such that the claimant was in effect withdrawing herself from the labour market and her letters of 25 January and 16 February 1961 have not materially modified the situation. In fact, these letters still indicate that she lacks transportation even around her home town of Tavistock and cannot take any employment unless transportation is made available to her. Furthermore, her previous employer indicated on 17 February 1961 he did not expect she could be taken back in his employment.

The board reduced the length of the period of disqualification because of extenuating circumstances. Section 54 (2) (a) of the Act stipulates that the claimant is disqualified in respect of any period for which she fails to prove that she is available for work. There is no legal power for allowing benefit during a period of disqualification under section 54 (2) (a) of the Act, on the basis of extenuating circumstances.

It is therefore requested that this appeal be allowed.

Consideration and Conclusions: On the facts before me and for the same reasons as those on which the insurance officer has

based his appeal, I consider that the claimant has failed to prove that she was available for work as from January 1, 1961, and that the board of referees erred in reducing the period of disqualification on the grounds of extenuating circumstances.

I consequently decide to reverse the decision of the board of referees and to allow the insurance officer's appeal.

If the board of referees, in reducing the indefinite disqualification to six weeks on the basis of "extenuating circumstances," did so because it was of the opinion that the claimant's circumstances, as from February 12, 1961, had changed to such a material extent that she could be considered to be available for work, the board should, in my opinion, have included in its decision a statement of the facts why its finding in that connection was justified. Although the phraseology of section 71 of the Act is not as clear as it could be, I interpret its provision that the decision of a board of referees "shall include a statement of the findings of the board on questions of fact material to the decision," to mean that it should judicate also on what evidence such findings are based.

In my opinion, the Umpire is called upon much too often to deal with decisions of boards of referees wherein the evidence on which their findings of fact are based is not indicated. This could result in an injustice being done to claimants.

As a board of referees is a fact finding body and as, in a large percentage of the cases coming before a board, the members thereof have the opportunity of hearing the claimants, their representatives and, in some instances, employers, notes of the relevant evidence should be taken and an accurate summary thereof incorporated in the decision, particularly when new and important information is adduced by witnesses. In so doing, its decisions would be clear and thus leave nothing to chance.

Office of Automation Set Up By U.S. Labor Department

An Office of Automation and Manpower has been established in the United States Department of Labor. Deputy Assistant Secretary Seymour Wolfbein has been named its director.

In his order establishing the Office, U.S. Secretary of Labor, Arthur Goldberg said it would examine employment and unemployment by industry, occupation, and area; current and anticipated technological changes; and all phases of technological unemployment.

Specifically, it will develop programs for improving testing, counselling, training and placement of workers displaced by automation or who may not have the skills needed as a result of technological developments. It will also serve as a clearinghouse for materials on technological developments, hold conferences with employers and workers affected by technological change, and prepare informational materials on the problems connected with automation and technological change.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during August

Works of Construction, Remodelling, Repair or Demolition

During August the Department of Labour prepared 301 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 388 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in August for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Ltd.	1	\$ 5,200.00
Defence Production	140	446,157.00
Post Office	8	113,678.46
Public Works	1	2,350.00
R.C.M.P.	3	26,277.70

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during August

During August the sum of \$9,185.53 was collected from eight contractors for wage arrears due their employees arising out of the failure of the contractors or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 257 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during August

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Brandon Man: Central Construction Co Ltd, construction of extension to Genetic Poultry House, Experimental Farm. *near Starbuck Man:* Mid West Engineering Co Ltd, construction of two timber sheet pile & rockfill overflow dams & removal of existing dams on LaSalle River. *Westbourne Man:* Macaw & MacDonald Ltd, construction of Perry Park Dam on Whitemud River.

Atomic Energy of Canada Limited

Chalk River Ont: Smith Construction Co (Arnprior) Ltd, laying of asphalt in plant area. *Deep River Ont:* McGregor Electric Ltd, provision of electrical 3-wire service entrance to several semi-detached dwellings.

Central Mortgage and Housing Corporation

London Ont: Stanley M Toal, *replacement of steam convertors. *Ottawa Ont:* Coniston Construction Co, site improvement & planting (FP 2/58); H J McFarland Construction, extension of existing parking, CMHC Head Office, Montreal Road. *Windsor Ont:* Suburban Landscaping, site improvement & planting (FP 5/59). *Lloydminster Sask:* George & Ellwood, *concrete work. *Moose Jaw Sask:* Allied Concrete Construction, *concrete work. *Saskatoon Sask:* Gilbert & Martin, *concrete work. *Swift Current Sask:* Rittinger Construction, *concrete work. *Lake Cowichan, Courtenay & Cumberland B C:* R W Medler, *exterior painting of houses. *Victoria B C:* Stan Hayward, exterior painting of housing units.

Department of Citizenship and Immigration

Christian Island Indian Agency Ont: John T Burke Construction Co, construction of one classroom addition to Christian Island day school, Christian Island Reserve, Georgian Bay. *Six Nations Indian Agency Ont:* Cayuga Quarries Co Ltd, construction of culverts, Six Nations Reserve. *Clandeboyne Indian Agency Man:* Town N' Country Electric Ltd, electrical wiring & distribution system. *Berens River (UC) Indian day schools:* Macaw & MacDonald Ltd, installation of water supply system, Roseau River Indian Reserve. *Portage la Prairie Indian Agency Man:* Kummen-Shipman Ltd, electrical rewiring, Brandon IRS; W & G Ellwood, structural renovation, Portage la Prairie IRS; Maple Leaf Construction Ltd, paving entrance road, parking area & resident driveways, Portage la Prairie IRS. *Battleford Indian Agency Sask:* E S Michels Lumber Co, construction of

one classroom & two bedroom staff unit, Thunderchild RC Indian day school. *File Hills Qu'Appelle Indian Agency Sask*: Hahn Construction, construction of two three-bedroom staff units, Qu'Appelle IRS. *Blackfoot Indian Agency Alta*: Bolderhey Construction Co, repairs & redecorating, Old Sun IRS. *Blood Indian Agency Alta*: Tom's Construction, repainting & general repair work, Blood (RC) IRS. *Edmonton Indian Agency Alta*: Thomas Koziak, addition to Gooderham IDS. *Lesser Slave Lake Indian Agency Alta*: Howard McRae Equipment Co Ltd, construction of bridge, Wabasca Indian Reserve No 166; Rosen Construction Co Ltd, construction of house, Sturgeon Lake IR. *Peigan Indian Agency Alta*: Remington Construction Co Ltd, replacement of water supply line, Brocket; Northgate Construction Co Ltd, installation of sewage disposal system, Peigan Indian day school. *Stony-Sarcee Indian Agency Alta*: Semon & Lucas Construction Co Ltd, construction of six houses, Sarcee IR. *Williams Lake Indian Agency B C*: Walter Cabott Construction Co, construction of one classroom school, teacher's residence & power plant bldg, Canoe Creek Reserve.

Defence Construction (1951) Limited

Cornwallis N S: Geo H Hamilton & Son Ltd, reroofing of Bldg No 4, HMCS *Cornwallis*. *Dartmouth N S*: Standard Construction Co Ltd, interior & exterior repairs & painting of "Y" hangar, RCN Air Station, *Shearwater*. *Camp Valcartier Que*: Cara Development Corporation Ltd, exterior painting of roofs & walls of 21 bldgs. *Camp Borden Ont*: Ellis-Don Ltd, construction of ME garage with paint shop & outside services, RCAF Station. *Kapuskasing Ont*: M J Labelle Co Ltd, roadwork & fencing. *Ottawa Ont*: Thomas Fuller Construction (1958) Ltd, erection of ships derrick on concrete foundation, Army Development Establishment, Montreal Road. *Shilo Man*: Maple Leaf Construction Ltd, seal coating of roads, Camp.

Building and Maintenance

Greenwood N S: Dynamic Construction Ltd, supply & installation of electrical de-icing system for hangar door tracks, RCAF Station; Municipal Spraying & Contracting Ltd, repairs to runway 13-31, RCAF Station. *Camp Gagetown N B*: Cara Development Corporation Ltd, exterior painting of 232 PMQ's; Richel'Air Ltd, brush control (air spray) training areas. *Bagotville Que*: Cara Development Corporation Ltd, replacing asphalt apron with concrete & repairs to concrete aprons, runway, buttons & hangar floors, RCAF Station. *St Jean Que*: Frost Steel & Wire Co (Quebec) Ltd, boundary fencing, College Militaire Royal. *Centralia Ont*: National Aluminum Products Ltd, supply & installation of 244 metal combination storm & screen doors, RCAF Station. *Petawawa Ont*: Cardinal Painting & Decorating Co Ltd, exterior painting of 459 PMQ's, Camp; Dibblee Construction Co Ltd, paving of parking area, Pinecrest School, Camp. *Uplands Ont*: H J McFarland Construction Co Ltd, resurfacing of asphalt roads, RCAF Station. *Winnipeg Man*: Canadian Rogers Western Ltd, reroofing TCHQ Bldg No 2 & Hangar No 4, RCAF Station. *Edmonton Alta*: B & E Painting & Decorating Ltd, exterior painting of 312 PMQ's. *Vedder Crossing B C*: Blanchet Bros Painters & Decorators, exterior painting of 26 bldgs & 8 PMQ's.

Department of Defence Production

St John's Nfld: J C Pratt & Co Ltd, supply & erection of security fence at Parker's Pond TX Site. *Cornwallis N S*: A L Parelman Ltd, renewal of asphalt roofing shingles on several bldgs, HMCS *Cornwallis*. *Halifax N S*: T Eaton Co (Maritimes) Ltd, supply & installation of suspended bed cubicle curtain system in Canadian Forces Hospital, HMCS *Stadacona*; Northern Roofing & Metal Workers Ltd, renewal of roof & replacement of skylight vents, laundry bldg, Central Victualling Depot. *Shearwater N S*: Pryor Construction Ltd, repairs to concrete floor, Hangar No 3, RCN Air Station. *Chatham N B*: Byron H MacDonald, interior painting of Bldg No 66, RCAF Station. *McGivney N B*: Roland E Delong, exterior painting of 47 campsite bldgs, No 32 OAD. *Montreal Que*: Morin & Plante Co Ltd, roofing at Armoury, 4185 Cote des Neiges Road. *Quebec Que*: Impermeabilisation Citadelle Water Proofers Reg'd, repairs to roof & renewal of flashing, HMCS *d'Iberville*. *St Hubert Que*: Frost Steel & Wire Co (Quebec) Ltd, repairing chain link & farm fence, RCAF Station. *Ste Therese Que*: Ferdinand Fournier, repairs to substructure & loading ramps of magazines, Bouchard Military Camp. *Barriefield Ont*: McGinnis & O'Connor Ltd, construction of concrete gas pump base & slab, road resurfacing & paving. *Camp Borden Ont*: McFadden Paving, surface & base repairs on station roads & parking areas, RCAF Station; Ward & Allan Ltd, resurfacing of roofs, Bldgs No A81 & A78, RCAF Station.

Centralia Ont: C A McDowell & Co, construction of concrete block walls in hangar No 2, RCAF Station. *Kingston Ont:* K MacPainters, repainting interior of Lundy's Lane School. *London Ont:* Cardinal Painting & Decorating Co Ltd, exterior painting of various bldgs at 204 Base Workshop & No 27 COD, Highbury Ave. *North Bay Ont:* Ace Refrigeration Co, supply & installation of deep freeze unit at ration depot, RCAF Station. *Ottawa Ont:* J H Lock & Sons Ltd, supply, installation & repair of refrigeration equipment, RCAF Station, Rockcliffe. *Trenton Ont:* Nash Aluminum Ltd, supply & installation of 332 combination windows, RCAF Station. *Calgary Alta:* Calfair Ltd, weed control spraying at Currie & Sarcee Barracks; Consolidated Concrete Ltd, repairs to sidewalks, Currie Barracks. *Cold Lake Alta:* Foundation Co of Canada Ltd, installation of suspended ceiling, RCAF Station; Hillas Electric Co, wiring of bldgs, RCAF Station. *Ralston Alta:* Nick Corradetti, rebuilding & repointing chimneys, Suffield Experimental Station. *Olds, Strathmore, Vulcan, High River & Blairmore Alta:* Coxson Decorating Ltd, exterior & interior painting of Armouries. *Comox B C:* Harrison & Longland, general repairs to bldgs, HMCS Quadra, Goose Spit; Hubcity Paving & Construction Ltd, asphalt paving of parking lots, Area "A", RCAF Station; Hubcity Paving & Construction Ltd, asphalt paving of parking lots, Area "B", RCAF Station; Island Roofing & Insulation Co Ltd, application of asbestos siding to bldgs, HMCS Quadra, Goose Spit. *Esquimalt B C:* Renfrew & Stewart Heating Ltd, reroofing Bldg No 190, HMC Dockyard. *Vernon B C:* Mid-Valley Construction Co Ltd, repairs to roads.

Contracts Containing the General Fair Wages Clause

Charlottetown P E I: J Rawek, exterior painting of Armoury. *Summerside P E I:* Curran & Briggs Ltd, resurfacing of roads, RCAF Station. *Dartmouth N S:* Dean's Nursery Ltd, brush & tree clearance & chemical spraying for fire breaks at W/T Station, Albro Lake; F J Esson Co Ltd, general repair of tile & brick stacks, RCN Armament Depot. *Debert N S:* Frank R McCabe, exterior painting of various bldgs. *Greenwood N S:* Micmac Agencies Ltd, installation of fire protection system, Hangar No 9, RCAF Station. *Halifax N S:* Canadian Johns-Manville Co Ltd, replacement of combustible ceiling in Cinema Bldg S-37, Academic Division, HMCS Stadacona; Frost Steel & Wire Co Ltd, construction of chain link fences, Windsor Park PMQ's; Fairview Industrial Engineering Ltd, renewal of hot water storage tank, bldg S25, HMCS Stadacona; Cyril J Feeney, construction of retaining wall, installation of drain pipes & dry well & landscaping, Maritime Air Command; Halifax Shipyards, repair of boilers, Willow Park; Purdy Bros Ltd, repair of refractory in two boilers, No 9 Central Heating Plant, Willow Park; Standard Paving Maritime Ltd, removal of island & repair of asphalt surfacing in parking area, Windsor Park; Standard Paving Maritime Ltd, replacement of asphalt on heating tunnels, DND area; Webb Engineering Ltd, repair of condensate systems & renewal of pumps in Bulk Stores, Gladstone St; Webb Engineering Ltd, boiler repairs in Bldg No 2, Headquarters, Eastern Command. *Shearwater N S:* Municipal Spraying & Contracting Ltd, asphalt paving of entrance to fire hall, Bldg No 9, RCN Air Station. *Shelburne N S:* A L Parelman Ltd, renewal of tar & gravel roofs of four magazine bldgs, Naval Base. *Sydney N S:* Custodis Canadian Chimney Co Ltd, repairs to brick stack at Central Heating Plant, Point Edward Naval Base; G C MacDonald, renovation of refrigeration facilities in Bldg No 16, Point Edward Naval Base. *Camp Gagetown N B:* Delta Electric Co Ltd, electrical installations, No 7 Works Co, RCE; Maritime Engineering Ltd, repair of floors & ceilings, Bldg A-8. *Chatham N B:* Geo H Hamilton & Son Ltd, repair of roofs, RCAF Station. *Fredericton N B:* Forbes & Sloat Ltd, repaving & seal coating of vehicle compound, Armouries. *Dorval Que:* Gerard Turcotte Engr, exterior painting, RCAF Air Movements Unit. *Hull Que:* Gendion Plumbing & Heating Co Ltd, plumbing repairs, Armoury. *Montmagny Que:* Impermeabilization Citadel Water Proofer's Reg'd, mulsomastic floor resurfacing of Armoury Bldg, Drill Hall. *Parent Que:* Paquin Construction Co Ltd, construction of driveway, RCAF Station. *Quebec Que:* Adjutor Pouliot, repair & painting of windows & doors, HMCS Montcalm. *St Hubert Que:* Broadway Paving Co Ltd, repair of asphalt bases, storage tanks & tanks at Bldg No 79, RCAF Station; Frost Steel & Wire Co (Quebec) Ltd, erection of chain link fence, RCAF Station; L Potvin Engr, replacement of 13 poles in PMQ's area, Elm Drive, RCAF Station. *St Jean Que:* Sarnia Scaffolds Ltd, provision of bleachers for sports field, RCAF Station. *St Sylvestre Que:* Lambert & Bergeron Asphalte Ltee, paving, RCAF Station. *Valcartier Que:* Jules Dorion Inc, boiler repairs. *Cobourg Ont:* Caine Lumber Ltd, replacement of overhead doors & track at Armoury; Wm Kuypers, masonry repair & exterior repainting of Bldgs Nos 8 & 14, No 26 COD. *Downsview Ont:* Barber Construction Ltd, addition of parking lot at Bldg

No 151, RCAF Station; Warren Bituminous Paving Co Ltd, repair & alterations to roadways at DRML, 1130 Sheppard Ave West; W A Moffat Co, recoating of roof of Bldg No 40, RCAF Station. *Hagersville Ont*: Toten Construction Co Ltd, installation of attack warning system sirens; R F Almas Co Ltd, repairs to roads & parking areas. *Kingston Ont*: Gordon Barr Ltd, drainage work in area bounded by West Paardeburg Drive, 207 Workshop & Lundy's Lane School; K MacPainters, exterior painting of three blocks, Fort Frontenac. *London Ont*: Cardinal Painting & Decorating Co Ltd, general maintenance at Trafalgar St Armoury; Toten Construction Co Ltd, installation of attack warning system siren at Marley Place, Elmwood Ave; Toten Construction Co Ltd, installation of attack warning system siren at Dundas St & First St. *Mount Hope Ont*: E Hatcher & Son, exterior painting of hangars, RCAF Station; Maple Leaf Roofing Co, reroofing of hangar, RCAF Station. *Napanee Ont*: Quinte Roofing Ltd, reroofing of main Drill Hall. *Oakville Ont*: Vulcan Basement Waterproofing (Toronto) Ltd, repair & waterproofing of basements & chimneys of 18 PMQs, Surrey Park. *Orangeville Ont*: Toay Mallouk, exterior & interior repainting of Armoury. *Ottawa Ont*: Gerry Lowrey, recoating of metal roof, RCAF Station, Victoria Island; Ottawa Plumbing & Heating Ltd, renewal of piping on heating system in Pilot Plant, DRTE, Shirley Bay. *Renfrew Ont*: M J Sulphur & Sons Ltd, maintenance repairs. *Shirley Bay Ont*: Universal Painters & Decorators Reg'd, repainting of steel tower, DRTE. *Trenton Ont*: Berton Fitzgibbon, demolition of Bldg No 53, machine gun butts, RCAF Station; Berton Fitzgibbon, paving & widening of existing walks, RCAF Station; Miron-Lassing & Associates Ltd, construction of loading & unloading zone, RCAF Station. *Woodstock Ont*: Toten Construction Co Ltd, installation of attack warning system siren. *Brandon Man*: McCullough & Co, installation & removal of attack warning sirens. *Minnedosa Man*: Twin Cities Painting & Building Cleaning, sand-blasting, repointing, dust & waterproofing of brick & stonework at Armoury. *Portage la Prairie Man*: J Hayes & Sons Mfg, retubing of boiler, Bldg No 1, RCAF Station; Semrick Bros, carpentry repair at Drill Hall; J R Stephenson Ltd, repairs, etc to heating plant, Hangar No 2, RCAF Station. *Shilo Man*: Brandon Asphalt Paving Ltd, patching of asphalt roads in various locations; A E Robertson & Co Ltd, resurfacing of salt brine tanks with latex concrete, Bldg M-30. *Winnipeg Man*: Alpha Manufacturing Co Ltd, repair of draft fans, Central Heating Plant, Fort Osborne Barracks; Fort Rouge Decorating & Sand-blasting Co, painting of Sea Cadet quarters, HMCS *Chippawa*; MacDonald Bros Sheet Metal & Roofing Co Ltd, repair of roof, HMCS *Chippawa*; Tallman Paving, grading & resurfacing portion of RCE Stores Compound, LaVerendrye Lines, Fort Osborne Barracks; Taylor Painting & Decorating Co Ltd, exterior painting, LaVerendrye Lines, Fort Osborne Barracks. *Moose Jaw Sask*: Moose Jaw Heating & Plumbing Co Ltd, installation of blower fans to gravity systems, PMQs, RCAF Station. *Prince Albert Sask*: Alf T Dodge & Son, interior painting of Drill Hall, Rifle Range & garage, Armoury. *Regina Sask*: Perma Pave Ltd, resurfacing service area & driveways, Winnipeg St & 8th Ave. *Calgary Alta*: Beaver Waterproofing, waterproofing of basement walls & floors of PMQs, RCAF Station, Lincoln Park; Gallelli & Sons Co Ltd, resurfacing of vehicle compound apron, Hangar No 6, Currie Barracks. *Edmonton Alta*: Abco Boiler Service & Fabricators Ltd, retubing of steam boiler No 1 in Bldg No 42, RCAF Detachment, Kingsway. *Okotoks & Cochrane Alta*: Star Electric (Calgary) Ltd, installation of siren. *Aldergrove B C*: Waters Bros Electric Ltd, replacement of eight antenna poles, HMCS *Aldergrove*; Western Electric Construction Co Ltd, relocation of poles, HMCS *Aldergrove*. *Comox B C*: Franklin Electric Ltd, electrical work, HMCS *Quadra*, Goose Spit. *Esquimalt B C*: M Griffin Ltd, asphalt reroofing of Bldg No 109, HMC Dockyard; Ideal Paving Co Ltd, asphalt paving of road between old & new jetties, HMC Dockyard, Seaward Defence Base; Ideal Paving Co Ltd, asphalt paving, HMCS *Naden*; C D Johnston, interior repainting of Bldg No 210, HMC Dockyard; Renfrew & Stewart Heating Ltd, reroofing of Bldg No 142, HMC Dockyard; Smith-Anderson Co Ltd, reroofing of Bldg No 22, HMC Dockyard; Victoria Paving Co Ltd, grading, etc at main gate, HMC Dockyard. *Nanaimo B C*: Wilf Forster, interior painting of Drill Hall, Military Camp; F D Taylor, exterior painting of six bldgs, Military Camp. *Penticton B C*: Neilson Sheet Metal, replacement of flashings & resurfacing of roof, Armoury. *Rocky Point B C*: C A Cowie Tree Surgeons Ltd, brush & weed killing, RCNAD; Thomas Paving Ltd, repair of asphalt roads. *Royal Roads B C*: Universal Sales & Services Ltd, installation of sectional steel walk-in cooler, Bldg No 24, Canadian Service College; Victoria Paving Co Ltd, repaving of lower West Castle Road. *Sea Island B C*: Furnasman Ltd, installation of heat exchangers in furnaces of sixteen PMQs, RCAF Station. *Vancouver B C*: Vancouver Pile Driving & Contracting Co Ltd, repair of jetties & floats, HMCS *Discovery*; Miller Cartage & Contracting Ltd, construction of roads, RCAF Station, Sea Island, Richmond.

Department of Justice

Dorchester N B: Modern Construction Ltd, extension of service lines, Dorchester Penitentiary. *Petawawa Ont:* Vevo Contractors Ltd, construction & erection of Dormitory Bldg No 5, Correctional Camp.

National Harbours Board

Montreal Que: Quebec Engineering Ltd, construction of north & south overpasses, Section 2, Champlain Bridge; The Carter Construction Co Ltd, construction of Elevator No 4; G Maher Construction Ltd, installation of water supply system at Section 50-54; Miron Co Ltd, construction of roadways, Sections 2 & 3, Champlain Bridge. *Quebec Que:* Janin Construction Ltd, reconstruction of Berth No 26. *Vancouver B C:* Burns & Dutton Concrete & Construction Co Ltd, construction of additional spout, North end of Jetty No 1; Burns & Dutton Concrete & Construction Co Ltd, waterproofing of No 3 Elevator.

Department of Northern Affairs and National Resources

Prince Edward Island National Park P E I: R H Rankin, construction of six bldgs. *Baddeck N S:* Conniston Construction Co Ltd, landscape planting, Alexander Graham Bell Museum. *Cape Breton Highlands National Park N S:* Central Construction Co, construction of stores bldg & toilet & shower bldg, Cheticamp. *Fundy National Park N B:* Edward John Ludford, construction of primary electrical service, Point Wolfe Campground. *Point Pelee National Park Ont:* Noble's Garage, beach protection near Leamington. *Banff National Park Alta:* Watt Plumbing, *plumbing & heating in residence, Eisenhower Warden Station; Cardic Construction Ltd, construction of house; Bennett & White (Alberta) Ltd, construction of curling rink; Hodgett's Plastering Ltd, *lath & plaster work in residence, Eisenhower Warden Station. *Elk Island National Park Alta:* R Holzer Construction, construction of maintenance garage & two staff residences. *Waterton Lakes National Park Alta:* Holte & Nordlund, construction of warden's equipment bldg. *Fort Langley B C:* K Moore Electric Co Ltd, *electrical services & equipment for pumphouse; K Moore Electric Co Ltd, *installation of pumps & piping in pumphouse & reservoir. *Glacier National Park B C:* Poole Construction Co Ltd, construction of vehicle workshop bldg, vehicle storage bldg & office-stores bldg. *Yoho National Park B C:* J F Schwengler, *lath & plaster work in duplex residence; Don Young Plumbing & Heating, *heating installation in duplex residence. *Dawson City Y T:* Bennett & White Construction Co Ltd, construction of replica of Palace Grand Theatre.

Post Office Department

Winnipeg Man: Matthews Conveyor Co Ltd, addition & alterations to mail handling equipment for segregator accommodation, Post Office. *Saskatoon Sask:* Smith & Dibb Electric Co Ltd, *supply & installation of telephone system in Observation Gallery of Post Office.

Projects Assisted by Federal Loan or Grant

Tignish P E I: Roy F Smith, construction of sanitary sewer system & sewage stabilization pond. *Harris Sask:* R B McLeod Co Ltd, construction of gravity outfall sewer & stabilization pond.

Department of Public Works

Pointe Lance Nfld: Spracklin & Reid Ltd, construction of community stage. *St Bride's Nfld:* The Springdale Construction Co Ltd, breakwater repairs & improvements. *St John's Nfld:* George Phillips, installation of basement ventilation system, Post Office Bldg; R J Miller & Sons Ltd, alterations & additions for Tri Services (Army, Navy & Air Force), Post Office Bldg, Water St. *Twillingate Nfld:* Twillingate Engineering & Construction Co Ltd, wharf repairs. *French River P E I:* Norman N MacLean, improvements to wharf. *Souris P E I:* Norman N MacLean, breakwater repairs. *South River P E I:* Norman N MacLean, warehouse replacement. *Abbott's Harbour N S:* L G & M H Smith Ltd, breakwater repairs. *Halifax N S:* Arrow Building Corp Ltd, pointing of stonework, Ralston Bldg; Standard Construction Co Ltd, alterations for X-ray room, Mariner's Clinic Accommodation, Dept of Health & Welfare, Pier 21. *Indian Harbour N S:* Colin R MacDonald Ltd, construction of breakwater wharf. *John's Island N S:* Shelburne Contracting Ltd, harbour improvements. *New Haven N S:* Chisholm Construction Co Ltd,

breakwater repairs. *Poirierville N S*: J Craig MacDonald & Donald F MacKeigan, wharf repairs. *Port Bickerton East N S*: Stanley Reid, wharf reconstruction. *Salmon River N S*: B & M Comeau Construction Co Ltd, wharf repairs. *Campbellton N B*: L D Dimock Co Ltd, construction of Campbellton approach, International Bridge; Stephen Construction Co Ltd, partial paving of deep water wharf. *Colwell's N B*: Phillips Contracting Ltd, wharf repairs (Lower River Cambridge). *Grand Bay N B*: M E Phillips & Sons Ltd, construction of access road to Animal Quarantine Centre, Dept of Agriculture. *Petit Rocher N B*: La Construction Baie Chaleur Ltee, improvements to breakwater. *Richibucto N B*: Gerard A Fougere, construction of storage shed. *Shediac N B*: Wallace P Anderson, construction of wharf. *Blackpool Que*: Byers Construction Co Ltd, construction of sewage disposal system & water supply. *Carleton Que*: Perimo Construction Inc, wharf repairs. *Godbout Que*: Manik Construction Ltd, repairs to protection works. *Great Whale River Que*: Ron Construction Co Ltd, construction of Nursing Station for Dept of National Health & Welfare. *Levis Que*: Arthur Simonneau, CNR wharf repairs. *Newport (Riviere des Ilots) Que*: Chandler Construction Ltd, repairs to fishing harbour. *Ragueneau Que*: M Theophile Jean Enrg, repairs to wharf & wharf approach. *Riviere au Renard Que*: Eloie Boulay, construction of protection works; Eloie Boulay, construction of post office bldg. *Ste Anne de Beaupre Que*: Construction Orleans Inc, wharf repairs. *St Augustin Que*: Les Entreprises Jean R Denoncourt Enrg, construction of protection works (1961). *St Joseph de la Rive Que*: Eugene Tremblay, construction of protection wall (4); Jean Tremblay, construction of protection wall (5). *St Romuald Que*: Arthur Simmoneau, construction of protection works. *St Simeon Que*: J M G Construction Inc, wharf repairs. *Stanstead Que*: Cie de Restauration Inc, repairs to masonry, federal bldg. *Barrie Ont*: Edward B Doran, construction of retaining wall & fence, federal bldg. *Bracebridge Ont*: Bar-Way Marine, protection wall replacement. *Dorset Ont*: Keene Construction Co Ltd, wharf repairs. *Fenelon Falls Ont*: John Gaffney Construction Co, wharf extension. *Island Grove Ont*: Simcoe Dock & Dredging Ltd, wharf extension. *Ottawa Ont*: Wm D'Aoust Construction Ltd, alterations to 3rd & 4th floors, Militia Stores Bldg, Cartier Square; Thomas Fuller Construction Co (1958) Ltd, site development, vicinity of Geological & Mines & Technical Survey Bldgs, Booth St; Gendron Plumbing & Heating Co Ltd, supply & installation of new water piping throughout several bldgs, 552 Booth St; James Stradwick Tile & Flooring Ltd, installation of floor tile & related work, Centre Block, Parliament Bldgs; Stanley C Brookes, supply & installation of buzzer system, Post Office Bldg, Riverside Drive; J R Statham Construction Ltd, renovations for computing machines, Rooms B37 to B77, No 8 Temporary Bldg; Ontario Bldg Cleaning Co Ltd, cleaning interior of three bldgs, Post Office Department, Riverside Drive; Provincial Drilling, construction of water supply wells, Animal Research & Diseases Institutes, Dept of Agriculture, Green Belt; Thomas Fuller Construction Co (1958) Ltd, construction of Computer Centre for Income Tax, Tunney's Pasture; Hull Sanitary Utilities Co, removal & disposal of ashes from Central Heating Plant at Plouffe Park, Cliff St, Riverside Drive & CEF; Beaudoin Construction Ltd, repairs to floors, 552 Booth St; Beaudoin Construction Ltd, alterations & repairs to windows, RCMP Headquarters, Tremblay Road; Stanley Sulphur Construction Co Ltd, repairs to exterior masonry & related work, DBS Bldg; J G Tompkins & Co, repairs to roof & roadway, Supreme Court garage; Presley Painting & Decorating Co Ltd, repairs & redecoration of several rooms & Parliamentary Restaurant, Centre Block, Parliament Bldgs. *Port Arthur & Fort William Ont*: Hacquoil Construction Ltd, harbour improvements, stage 10, Terminal Entrance Bldg, Lakehead. *Port Colborne Ont*: Ruliff Grass Construction Co Ltd, harbour improvements (East breakwater repairs). *Sioux Lookout Ont*: Drake Construction Co Ltd, construction of gymnasium, IRS. *Toronto Ont*: The Foundation Company of Canada Ltd, harbour repairs & improvements, Ship Channel extension. *Wheatley Ont*: Dean Construction Co Ltd, wall reconstruction (surge basin). *Cross Lake Man*: Surety Construction Co Ltd, construction of three bedroom staff unit, two classroom day school & power plant, C & I. *Winnipeg Man*: A S Piper & Sons, window cleaning, various bldgs. *Saskatoon Sask*: Jerry's Sandblasting & Painting, sandblasting of limestone, pointing of masonry & related work, federal bldg. *Fort Chipewyan Alta*: Yukon Construction Co Ltd, wharf repairs; Yukon Construction Co Ltd, extension to nursing station. *Grand Centre Alta*: Fraser & Rice Construction Ltd, construction of post office bldg. *Albion B C*: Greenlees Piledriving Co Ltd, float renewal & wharf repairs. *Clinton B C*: McGregor Construction Ltd, construction of RCMP detachment quarters. *Esquimalt B C*: Quadra Construction Co Ltd, fuel oil jetty reconstruction. *New Westminster B C*: Allan & Viner Construction Ltd, alterations to federal bldg. *Porpoise Bay B C*: Harbour Pile Driving Co, float renewal. *Sidney B C*: Luney Bros & Hamilton Ltd, construction of Customs & Immigration highway office. *Steveston B C*: Fraser River Pile Driving Co Ltd, alterations in Shell Oil float. *Fort*

Good Hope, Fort Norman, Arctic Red River, Wrigley Airport & Reindeer Station N W T: McRae & Associates Construction Ltd, construction of floating wharves and/or floating gangplanks. *Fort Resolution N W T:* McRae & Associates Construction Ltd, wharf repairs. *Yellowknife to Mackay Lake Road N W T:* Western Construction & Lumber Co Ltd, construction of Yellowknife River Bridge, Mile 1.6. *Flat Creek-Eagle Plain Road Y T:* Fraser & Rice Construction Ltd, construction of Klondike River Bridge.

Contracts Containing the General Fair Wages Clause

Branch Nfld: Island Industries Ltd, dredging. *St John's Nfld:* Horwood Lumber Co Ltd, alterations to Sir Humphrey Gilbert Bldg. *Beaton's Bridge P E I:* Maritime Dredging Ltd, dredging. *Fishing Cove P E I:* Maritime Dredging Ltd, dredging. *Skinner's Pond P E I:* H N Price, dredging. *LeHave River N S:* The J P Porter Co Ltd, dredging. *Pictou N S:* R A Douglas, sorting of piles. *Sandford N S:* Trask & Shaw, breakwater repairs. *Harshman's Brook N B:* New Brunswick Power Commission, installation of mercury vapor lights. *Miramichi River N B:* George Corcoran, dredging. *Stonehaven N B:* Comeau & Savoie, breastwork repairs. *Anse a Valleau Que:* Leon Boulax, harbour improvements. *Bic Que:* Jean Marie Boucher, wharf repairs. *Hospital Bay Que:* Desmond Harvie, landing repairs. *Ile aux Noix Que:* Armand Borriere, raising of wharf. *Kamouraska Que:* Pohenagamook Construction Ltd, wharf repairs. *L'Anse St Jean Que:* Entreprises d'Embellissement du Saguenay, asphalt paving on wharf. *Malbaie Que:* Rupert Girard, maintenance repairs. *Montreal Que:* J R Robillard Ltd, installation of exhaust fan, Charpentier Bldg; Allied Bldg Services Ltd, repairs to masonry, Postal Terminal Bldg. *Pabis Mills Que:* Napoleon Langelier, repairs to jetties. *Pointe Jaune Que:* Antoine Cote, wharf repairs. *Pointe St Pierre Que:* Eugene Chicoine, breakwater repairs. *Premier Etang Que:* Renaud & Chevarie, breakwater repairs. *Ruisseau Leblanc Que:* Emilien Bujold, wharf repairs. *St Augustin Que:* Rosaire Savard, construction of protection works. *St Joseph d'Alma Que:* Service T A B, asphalt paving of wharf. *Cedar Springs Ont:* Dean Construction Co, repairs to sea wall. *Gananoque Ont:* W Burt, extension to floating wharf. *Goulais Mission Ont:* A Crowe Construction, wharf repairs. *Grand Bend Ont:* Lee Jennison, dredging. *Hilton Beach Ont:* L R Brown & Co Ltd, wharf improvements. *North Bay Ont:* Evans Construction, alterations to federal bldg. *Ottawa Ont:* R A Bingham & Son, alterations to Centre Block, Parliament Bldgs; Shore & Horwitz Construction Ltd, alterations to Forest Products Laboratory; Coleman Cinkant & Son Ltd, redecorating, DVA Bldg; Glebe Electric Ltd, underground work, MTS, Booth St; Lord & Burnham Co Ltd, alterations to tobacco greenhouse, CEF; Geo Higman & Son, exterior painting, "B" Bldg; Robert Strang, exterior painting, K W Neatby Bldg; Irving-Harding Ltd, roofing, No 8 Temporary Bldg; Coady Construction Ltd, installation of wire mesh partitioning, Plouffe Park; Lord & Burnham Co Ltd, installation of plant benches, Rideau Hall; A Bruce Benson Ltd, exterior repointing, Centre Block, Parliament Bldgs; H Pion & Sons, installation of air conditioning system, Animal Laboratory, CEF; Duford Ltd, refurbishing of suite, Supreme Court Bldg; Robert Strang, redecorating, No 9 Temporary Bldg; Robert Strang, redecorating, Centre Block, Parliament Bldgs. *Parry Sound Ont:* H Stewart Construction, approach repairs. *Pelee Island Ont:* Dean Construction Co Ltd, dredging. *Port Dover Ont:* S G Powell Shipyard Ltd, dredging. *Sault Ste Marie Ont:* A B McLean & Sons, dredging. *Sudbury Ont:* Smith & Elston Co Ltd, renovations to federal bldg. *Toronto Ont:* Kingsway Painters, redecoration of City Delivery Bldg; Matthew Conveyor Co Ltd, construction of letter bag rack chute, Postal Terminal "A"; M Rawlinson Ltd, moving equipment, DPW Stores Bldg; R W H Binnie Ltd, paving & fencing, DPW Bldg. *Walkerville Ont:* Docherty Construction Co Ltd, general repairs to federal bldg. *Wheatley Ont:* Omstead Fisheries, wharf repairs. *White Cloud Island Ont:* P Spears, wharf repairs. *Windsor Ont:* F E Dayus Co Ltd, roofing repair, federal bldg. *Lyall Harbour B C:* Pacific Piledriving Co Ltd, float renewal. *Salmon Arm B C:* Interior Dredge & Gravel Ltd, dredging. *Victoria B C:* Hume & Rumble Ltd, electrical modifications, Belmont Bldg. *Fort Smith N W T:* Bert Johnson Painting, exterior painting of housing units. *Hay River N W T:* Cummings Welding, repairs to seaplane base (DOT).

St. Lawrence Seaway Authority

Cornwall Island Ont: Cornwall Gravel Co Ltd, rehabilitation of Area "M". *Thorold Ont:* Warren Bituminous Paving Co Ltd, renewing asphalt surface on Bridge No 12 & safety weir, Welland Canal, Western District.

Department of Transport

Gander Nfld: Pinsent Construction Co Ltd, construction of firehall, incinerator, standby power plant & regulator structure & related work. *Port aux Basques & St Andrews Nfld:* Beauchamp Hardware Ltd, construction of foundations under three dwellings at Port aux Basques, storm porches on two dwellings & replacement of oil furnace in one dwelling at St Andrews. *Baccaro N S:* Central Construction Co, construction of single dwelling. *Cape Roseway N S:* Shelburne Contracting Ltd, construction of single dwelling. *Halifax N S:* Canadian Comstock Co Ltd, installation of identification lights on runway 06, International Airport. *Yarmouth N S:* Central Construction Co, enlarging & paving of car parking area & repaving of entrance road. *Anticosti Island Que:* Georges Cauchon, construction of two double dwellings, one single dwelling & related works. *Cap Aux Oies Que:* J M G Construction Ltd, construction of single dwelling. *Montreal Que:* Canadian Vickers Ltd, *construction of supply & buoy vessel. *Natashquan Que:* McMullen & Gagnon Inc, construction of one double dwelling, one single dwelling & related works. *Sept Iles Que:* Nordbec Construction Inc, construction of single dwelling & related works. *Malton Ont:* The Dufferin Construction Co Ltd, enlarging aircraft parking apron at Terminal Bldg, Toronto International Airport. *Ottawa Ont:* The Flintkote Co of Canada Ltd, surface treatment of parking apron, Airport. *Prescott Ont:* Fort Construction & Equipment Ltd, paving in West Yard of Marine Agency. *Red Lake Ont:* Plains City Electric Co, installation of MI runway & taxiway lighting, Airport; S Flostrand, construction of NDB Bldg & related work. *Sault Ste Marie Ont:* Horton Steel Works Ltd, construction of water tank & associated work. *Toronto Ont:* The Flintkote Co of Canada Ltd, surface treatment of parking apron, International Airport. *Uplands Ont:* Bedard-Girard Ltd, rehabilitation of ILS power cable, Airport. *near Wallaceburg Ont:* McQueen Marine Ltd, construction of nine light piers & one front range light, in St Clair River. *Winnipeg Man:* Tallman Construction Co Ltd, extension to runways, etc, International Airport. *Uranium City Sask:* Byrnes & Hall Construction Ltd, construction of two bldgs & related work. *Calgary Alta:* Wirtanen Electric Co Ltd, construction of airport lighting facilities. *McMurray Alta:* Yukon Construction Co Ltd, construction of reservoir & pumphouse & extension of water mains, Airport. *Rocky Mountain House Alta:* Britton Construction Ltd, construction of VOR & related work. *Enderby B C:* Atlas Construction Co Ltd, improvements to road. *Fort Resolution N W T:* McRae & Associates Construction Ltd, construction of combined beacon & transmitter bldg & related work. *Fort Smith N W T:* Yukon Construction Co Ltd, construction of workshop bldg, Marine Agency Depot. *Yellowknife N W T:* Territorial Electric, construction of power supply system to new maintenance garage.

Canadian Co-operatives Gain In Members and Assets

Canadian co-operatives reported gains in membership, total assets, members' equity and total volume of business during the crop-year ended July 31, 1960, it is reported in *Co-operation in Canada, 1960*, the 29th annual summary of co-operative activities prepared by the Economics Division, Canada Department of Agriculture.

Reported co-operative business done by marketing, purchasing, service and fishermen's co-operatives was \$1,406,675,000 in 1960, an increase of 3 per cent over the 1959 figure.

A number of new undertakings were operating at a loss in 1959-60, and this tended to reduce net returns of co-operative businesses. It is expected, however, that adequate returns will be realized from most of these undertakings in future years.

Although the total number of co-operatives decreased from 2,905 in 1959 to 2,883 in 1960, there was an increase of 43,694 in total membership. Amalgamations during 1960 accounted for most of the decrease in the number of associations.

PRICES AND THE COST OF LIVING

Consumer Price Index, September 1961

The consumer price index (1949=100) remained unchanged at 129.1 between the beginning of August and September. All components except food were higher, largely as a result of the introduction of a 3-per-cent sales tax in Ontario. These increases were offset, however, by a substantial decline in the food component as a result of seasonally lower prices for most fresh fruits and vegetables.

The food index decreased 1.7 per cent to 123.2 from 125.3, as sharply lower prices were reported for apples, peaches, grapes, potatoes, tomatoes, celery and carrots. Lower prices also occurred for canned and frozen vegetables, canned fruits, chicken, turkey, lamb and veal. Beef and pork prices were generally higher, and price increases were also recorded for eggs, citrus fruits, coffee, tea and flour.

The housing component rose 0.5 per cent to 133.5 from 132.9, as the shelter index rose a fractional 0.1 per cent and the household operation index increased 0.8 per cent. In shelter, the rent index was unchanged but the home-ownership index edged up 0.1 per cent. The increase in the

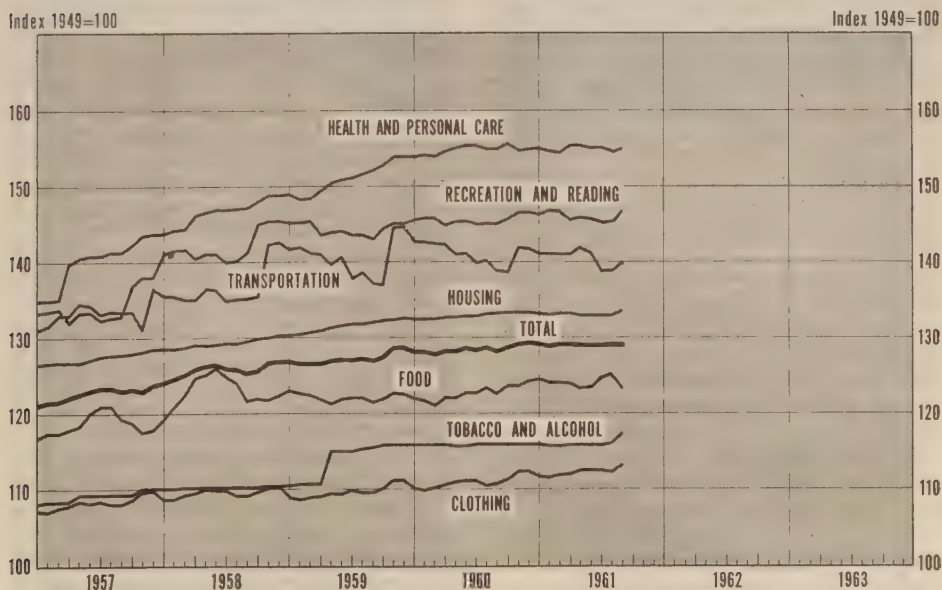
household operation index reflected both the effect of the sales tax and price increases for coal and some items of furniture, floor coverings, textiles and utensils and equipment.

The clothing index increased 0.9 per cent to 113.1 from 112.1. Most of this movement was due to the effect of the sales tax, which offset sale prices for men's clothing. Price increases occurred for laundry, dry cleaning and shoe repairs.

The transportation index rose 0.7 per cent to 140.0 from 139.0. In automobile operation, higher prices were reported for repairs and servicing and some price increases were in evidence on year-end 1961 passenger cars. Prices for automobile tires were lower. The local transportation index increased as a result of higher bus fares in two Ontario cities.

The health and personal care component increased 0.3 per cent to 155.0 from 154.6, the recreation and reading index 0.9 per cent to 146.7 from 145.4, and the tobacco and alcohol index 1.0 per cent to 117.3 from 116.1. The increases in all three indexes resulted from the direct impact of the Ontario sales tax on items included in the groups.

CONSUMER PRICE INDEX



City Consumer Price Indexes, August 1961

Consumer price indexes (1949=100) rose in all ten regional cities between July and August. Increases ranged from 0.2 per cent in both Montreal and Vancouver to 1.2 per cent in Saint John.*

Food indexes also rose in all ten regional cities, with increases ranging from 0.6 per cent in Montreal to 3.9 per cent in Saint John. Shelter indexes showed mixed results: they rose in four cities, declined in four and were unchanged in the remaining two cities. Clothing indexes declined in five regional cities, were unchanged in three cities and increased in the other two. Household operation indexes rose in six cities and were unchanged in the other four. Other commodities and services indexes were up in five cities, unchanged in four cities and down in the remaining city.

Regional consumer price index point changes between July and August were as follows: Saint John +1.5 to 131.2; St. John's +1.0 to 117.9†; Halifax +0.9 to

128.7; Saskatoon-Regina +0.8 to 126.0; Ottawa +0.7 to 129.8; Edmonton-Calgary +0.6 to 125.0; Toronto +0.4 to 130.9; Winnipeg +0.4 to 127.3; Montreal +0.3 to 128.8; Vancouver +0.3 to 128.5.

U.S. Consumer Price Index, August 1961

The United States consumer price index (1947-49=100) declined slightly at mid-August, chiefly because of seasonal reductions in food prices. It has declined in six of the past ten Augusts.

The index for August was 128.0, down 0.1 per cent from 128.1 in July but up 1.1 per cent from 126.6 in August 1960.

U.K. Index of Retail Prices, July 1961

The United Kingdom index of retail prices (Jan. 17, 1956=100) remained unchanged at 114.6 between mid-June and mid-July after a jump of one full point between mid-May and mid-June. The index for July 1960 was 111.1.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their Institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 156

Annual Reports

1. CANADA COUNCIL. *Fourth Annual Report for 1960-61*. Ottawa, 1961. Pp. 171.

2. BRITISH COLUMBIA. WORKMEN'S COMPENSATION BOARD. *Forty-fourth Annual Report, Year ended December 31st, 1960*. [Victoria?] Queen's Printer, 1961. Pp. 50.

3. GREAT BRITAIN. MINISTRY OF LABOUR. *Annual Report, 1960*. London, HMSO, 1961. Pp. 105.

4. NEW BRUNSWICK. WORKMEN'S COMPENSATION BOARD. *Forty-second Annual Report, 1960*. St. John, 1961. Pp. 36.

5. ONTARIO. DEPARTMENT OF LABOUR. *Forty-first Report for the Fiscal Year ending March 31, 1960*. Toronto, Queen's Printer, 1961. Pp. 119.

6. SASKATCHEWAN. WORKMEN'S COMPENSATION BOARD. *Thirty-first Annual Report for the Calendar Year, 1960*. Regina, Queen's Printer, 1961. Pp. 23.

Automation

7. BANKS, OLIVE. *The Attitude of Steelworkers to Technical Change*. Liverpool, Liverpool University Press, 1960. Pp. 152.

Describes and interprets steelworkers' attitudes to technical change in their plant.

8. BUCKINGHAM, WALTER SAMUEL. *Automation: its Impact on Business and People*. New York, Harper, 1961. Pp. 196.

Gives a history of automation and describes its impact on industry, small business, jobs, working conditions, displacement of workers, unemployment, prices, and economic growth. Examines the broader social implications for leisure time, cultural pursuits, etc.

9. INSTITUTE FOR MOTIVATIONAL RESEARCH, INC., CROTON-ON-HUDSON, N.Y. *"Why don't They buy Computers?" A Motivational Research Study conducted for Modern Office Procedures, Cleveland, Ohio*. Croton-on-Hudson, N.Y., 1960. Pp. [62].

*See Table F-2 at back of book.

†On base June 1951=100.

This study was carried out among the management and administrative personnel of 30 major companies, 24 of which had not installed electronic data computers, and 6 of which had installed them. Suggests why there may be some reluctance to set up the computers and how the computer manufacturers can overcome this resistance to installing the machines.

10. MANN, FLOYD CHRISTOPHER. *Automation and the Worker; a Study of Social Change in Power Plants*, by Floyd C. Mann and L. Richard Hoffman. New York, Holt, 1960. Pp. 272.

A study of the attitudes of some workers toward management, each other, and their work when automation is introduced into their plant.

11. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *New Views on Automation; Papers submitted to the Subcommittee on Automation and Energy Resources, Joint Economic Committee, Congress of the United States*. Washington, GPO, 1960. Pp. 604.

At head of title: 86th Cong., 2d sess. Joint Committee Print.

The papers in this volume represent the views on recent developments in automation of specialists and officials in government, industry, banking and labour unions.

Capital

12. MORGAN, WILLIAM. *Survey of Capital and Credit in Agricultural Co-operative Societies in Great Britain*. Oxford, Basil Blackwell, 1960. Pp. 143.

"The author, an agricultural economist with a special interest in co-operation, examines the movement over the past ten years and the financial problems of expansion; he analyzes the sources and uses of capital and estimates future capital needs. This general section is followed by studies of selected societies which illustrate in some detail the capital and development problems encountered in individual cases."

13. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Capital Expansion and Capacity in Postwar Manufacturing*, by Daniel Creamer. New York, 1961. Pp. 88.

Education

14. CANADA. DEPARTMENT OF LABOUR. CANADIAN VOCATIONAL TRAINING BRANCH. *Post-Secondary Technical Education; Fields of Specialization and Job Opportunities*. Ottawa, 1959. Pp. 47.

Includes a list of the location of technician courses across Canada. Provides information about the engineering and scientific technician and areas of employment and job opportunities for technicians in 19 different fields.

15. CANADIAN SCHOOL TRUSTEES' ASSOCIATION. *School Finance in Canada; Report*. M. E. LaZerte, Research Director. [Edmonton] 1955. Pp. 232.

16. OZANNE, ROBERT W. *The Wisconsin Idea in Workers' Education*. [Madison, Wisc., 1960?] Pp. [41]-49.

Reprinted from Thirty-fifth Anniversary papers, School for Workers, University Extension Division, University of Wisconsin.

17. WITTE, EDWIN EMIL. *Labor Education and the Changing Labor Movement*. [Madison, Wisc., 1960?] Pp. [36]-40.

Reprinted from Thirty-fifth Anniversary papers, School for Workers, University Extension Division, University of Wisconsin.

Employment Management

18. INTERNATIONAL LABOUR ORGANIZATION. *The Position and Responsibilities of the Personnel Department inside Undertakings. Documents of a Technical Meeting*. Geneva, International Labour Office, 1960. Pp. 203.

A technical meeting concerning certain aspects of industrial relations inside firms was convened by the ILO in Geneva in December 1959. This report contains papers prepared by Employer participants; a comparative report prepared by the International Labour Office based on these papers; and, an extract from the report of the Meeting relating to personnel departments.

19. NEWCOMB, ROBERT. *Employee Communications in Action* [by] Robert Newcomb and Marg. Sammons. [1st ed.] New York, Harper, 1961. Pp. 337.

"The phrase 'communicating with employees' ... is a term coined ... to define the processes by which the employer and employee talk together orally and in print." Discusses effective communication with employees with case studies of successful programs.

Engineers

20. HOROWITZ, MORRIS AARON. *Salaries and Income of Engineering Teachers, 1960; a Study conducted by the Engineering Manpower Commission of the Engineers Joint Council in cooperation with the American Society for Engineering Education. Analysis and Report made by Morris A. Horowitz*. New York, Engineering Manpower Commission, 1960. Pp. 32.

"... This is principally a supplement to 'Professional Income of Engineers, 1960', a Report of the Engineers Joint Council."

21. ENGINEERS JOINT COUNCIL. ENGINEERING MANPOWER COMMISSION. *Professional Income of Engineers, 1960*. New York, 1961. Pp. 51.

22. U.S. NATIONAL SCIENCE FOUNDATION. *Trends in the Employment and Training of Scientists and Engineers, prepared for the National Committee for the Development of Scientists and Engineers* [by Howard F. Foncannon. Washington, GPO] 1956. Pp. 23.

A brief examination of the need for more scientists and engineers. Outlines the present situation, and the future situation if apparent trends continue.

Industrial Relations

23. GREAT BRITAIN. MINISTRY OF LABOUR. *Industrial Relations Handbook; an Account*

of British Institutions and Practice relating to the Organization of Employers and Workers in Great Britain; Collective Bargaining and Joint Negotiating Machinery; Conciliation and Arbitration; and Statutory Regulation of Wages in Certain Industries. [3d] Rev. ed. London, HMSO, 1961. Pp. 234.

24. KAGER, SAM. *Anatomy of a Labor Arbitration*. Washington, Bureau of National Affairs inc., 1961. Pp. 182.

"This book is an attempt...to let [the reader] sit in on a grievance arbitration case, to sit in while the parties to a case are determining whether there is actually an arbitrable issue, to look on while the personnel officer is discussing a grievance with the company attorney, to hear the union counsel and the company attorney make preparations for the case, and finally to be a spectator at the arbitration hearing itself."

25. NATIONAL ASSOCIATION OF MANUFACTURERS OF THE UNITED STATES OF AMERICA. INDUSTRIAL RELATIONS DIVISION. *Labor-Management Developments—Challenge to the Nation. Excerpts from Key Addresses at NAM's 55th Congress of American Industry*. New York, 1961. Pp. 36.

Partial Contents: The Challenge of Better Labor-Management Relations from the Management Viewpoint, by L. A. Peterson. The Challenge of Better Labor-Management Relations from the Union Viewpoint, by Arthur J. Goldberg (now U.S. Secretary of Labor). The Meaning and Impact of Automation (a panel discussion).

Industry

26. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *Establishment of Industrial Estates in Underdeveloped Countries*. New York, United Nations, 1961. Pp. 50.

Industrial estates are equivalent to planned or organized industrial tracts, districts or parks, or industrial zones or industrial subdivisions.

Contents: Objectives and Policies in Developed Countries (U.S.A., Great Britain, and Italy). Objectives and Policies in Underdeveloped Countries (India, Puerto Rico, Jamaica, Mexico, Brazil, Nigeria, and Pakistan). The Role of Industrial Estates in Industrialization Policies. Industrial Estates as a Means of promoting Small-Scale Industry.

27. UNITED NATIONS. STATISTICAL OFFICE. *Patterns of Industrial Growth. Aperçu de l'expansion industrielle, 1938-1958*. New York, United Nations, 1960. Pp. 471.

Industry—Location

The following four surveys were prepared by the Industrial Development Branch, Department of Industry and Development of Alberta, in Edmonton in 1961.

28. *Town of Forest Lawn*. Rev. March 1961.

29. *Town of Fort Macleod*. Rev. February 1961.

30. *Town of Jasper Place*. Rev. November 1960.

31. *Town of Lacombe*. Rev. February 1961.

Labour Laws and Legislation

32. COMMERCE CLEARING HOUSE. *New 1961 Minimum Wage Law with Explanation. "Fair Labor Standards Act with 1961 Amendments." Signed into Law by the President, May 5, 1961. Public Law 87-30*. Chicago, 1961. Pp. 128.

Text of act: p. 100-126. The 1961 amendments to the Fair Labor Standards Act contain expanded coverage of the minimum wage, overtime pay and other provisions.

33. SHAFI, MOHAMMAD. *Factories Act, 1934 with Commentary; containing the Text of the Factories Act, 1934 with Useful Commentary, making Clear to Employers and Employees Their Rights and Duties under the Law*. Karachi, Bureau of Labour Publications, 1961. Pp. 92.

Labour Organization

34. HOFFMAN, MILES E. *A Contemporary Analysis of a Labour Union; Development, Structure, Functions: International Brotherhood of Pulp, Sulphite and Paper Mill Workers, AFL-CIO*. Washington, International Brotherhood of Pulp, Sulphite and Paper Mill Workers, c1961. Pp. 29.

Discusses union structure, union programs and union administration.

35. NATIONAL MARITIME UNION OF AMERICA. *Proceedings of the Convention held in New York, October 3rd to 7th, 1960*. New York, 1960. Pp. 198.

36. TRADES UNION CONGRESS. *What the TUC is doing, 1961*. London, 1961. Pp. 44.

37. WALKER, IVAN LAWRENCE. *2000 Casualties; a History of the Trade Unions and the Labour Movement in the Union of South Africa*. Joint authors: Ivan L. Walker [and] Ben Weinbren. Johannesburg, South Africa Trade Union Council, 1961. Pp. 387.

Labour Supply

38. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Employment Outlook for Professional Personnel in Scientific and Technical Fields, 1960-1962*. Ottawa, Queen's Printer, 1961. Pp. 35.

39. ILLINOIS. STATE EMPLOYMENT SERVICE. *Decatur Blueprint for Manpower, 1960-1965. Report of a Survey of Manpower Requirements and Training Resources in Macon County, Illinois*. Chicago, 1961. Pp. 33.

A report of skilled manpower requirements and training resources of Macon County in Illinois.

40. U.S. BUREAU OF EMPLOYMENT SECURITY. *Unemployment in Major Areas; Work Force, Total Employment and Unemployment in 150 Major Employment Centers, January 1961, November 1960, January 1960.* Washington, 1961. Pp. 17.

41. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *Training and Utilization of Manpower Resources. Hearings before the Subcommittee on Employment and Manpower of the Committee on Labor and Public Welfare, United States Senate, Eighty-sixth Congress, Second Session on S. 3555, a Bill relating to the Training and Utilization of the Manpower Resources of the Nation, and for Other Purposes.* December 14 and 16, 1960. Washington, GPO, 1961. Pp. 167.

The hearings looked into these questions among others: "To what extent should the Federal Government concern itself with the manpower field, both demand and supply, education and training; professional and skilled occupations; public, military, and private sectors? What priority should be attached to the various manpower problems which deserve Federal consideration?"

Labouring Classes

42. AFRICAN REGIONAL CONFERENCE OF THE INTERNATIONAL LABOUR ORGANIZATION. 1ST, LAGOS, NIGERIA, 1960. *Record of Proceedings.* Geneva, International Labour Office, 1961. Pp. 310.

Conference held December 5 to 16, 1960.

43. COLE, GORDON H. Ed. *Labor's Story as reported by the American Labor Press.* Edited by Gordon H. Cole, Leon Stein [and] Norman L. Sobol. Glen Cove, N.Y., Community Publishers, 1961. Pp. 348.

Quotes from articles, news stories and editorials that appeared in labour union papers between 1955 and 1960. Topics covered include collective bargaining, apprenticeship, safety, productivity, unemployment civil liberties, etc.

44. INTERNATIONAL LABOUR CONFERENCE. 44TH, GENEVA, 1960. *Record of Proceedings.* Geneva, International Labour Office, 1960. Pp. 791.

45. ONTARIO FARMER-LABOUR CONFERENCE. *Report of the Second Farmer-Labour Conference, Pofl Elgin, June 18-19, 1960.* Toronto, Ontario Federation of Labour, 1960. Pp. 46.

Sponsored by the Farmer-Labour Co-ordinating Council and the Farmer-Labour Committee of the Ontario Federation of Labour.

46. SHAFI, MOHAMMAD. *Annual Review of Labour Problems, 1960; a Critical and Objective Review of the Labour Problems confronting Pakistan during 1960.* Karachi, Bureau of Labour Publications, 1961. Pp. 59.

Contains articles that appeared in the monthly *Eastern Worker* during the period September 1959 to December 1960.

The editorials that have been reprinted in this book deal with labour policy, administration, legislation and the trade union movement in Pakistan.

47. UNITED STEELWORKERS OF AMERICA. *The 1959 Steel Strike; a Triumph of Unity and Democracy.* Pittsburgh, [1961?] Pp. 64.

A review of the 1959 steel strike in the U.S., which lasted 116 days and involved 540,000 workers. A number of issues were involved, including wages, insurance and health, pension and special retirement allowance, cost-of-living adjustments, supplemental unemployment benefits, and work rules.

Management

48. LIVERPOOL. UNIVERSITY. DEPARTMENT OF SOCIAL SCIENCE. *Management in Britain, a General Characterisation*, by I. C. McGivering, D. G. J. Matthews [and] W. H. Scott. Liverpool, Liverpool University Press, 1960. Pp. 157.

Discusses the nature of management in Britain and management's relations with labour.

49. U.S. BUREAU OF LABOR STATISTICS. *Careers in Business Management; an Overall View of Management Positions in Private Industry with Emphasis on Beginning Jobs and Ladders of Advancement: Nature of Work, Training required, Entry and Advancement, Employment Outlook, Earnings.* Washington, U.S. Veterans Administration, 1960. Pp. 20.

Social Security

50. CLARK, ROBERT M. *Some Reflections on Economic Security for the Aged in Canada.* Toronto, University of Toronto Press, 1961. Pp. [325]-366.

Reprinted from *Canadian Issues: Essays in Honour of Henry F. Angus*, edited by Robert M. Clark.

51. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *Social Security in Britain.* London, 1961. Pp. [42].

52. INTERNATIONAL LABOUR OFFICE. *The Cost of Social Security, 1949-1957.* Geneva, 1961. Pp. 238. (Text in English, French and Spanish.)

Miscellaneous

53. CANADA. BUREAU OF STATISTICS. *Municipal Finance Reporting Manual.* [3d ed.] Ottawa, Queen's Printer, 1960. Pp. 337.

Contents.—Pt. 1. Financial statements of municipal corporations.—Pt. 2. Municipal accounting terminology.—Pt. 3. Assessments, area, population and road and street statistics.—Pt. 4. Financial statements of municipal superannuation or pension funds.

54. CANADA. ROYAL COMMISSION ON PUBLICATIONS. *Report.* Ottawa, Queen's Printer, 1961. 2 volumes.

Volume 2 includes appendices. M. Gratton O'Leary, chairman.

(Continued on page 1092)

LABOUR STATISTICS

	PAGE
Tables A-1 and A-2—Labour Force.....	1068
Table B-1—Labour Income.....	1069
Tables C-1 to C-6—Employment, Hours and Earnings.....	1070
Tables D-1 to D-5—Employment Service Statistics.....	1075
Tables E-1 to E-4—Unemployment Insurance.....	1086
Tables F-1 and F-2—Prices.....	1088
Tables G-1 to G-4—Strikes and Lockouts.....	1089
Tables H-1 and H-2—Industrial Fatalities.....	1091

A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED AUGUST 19, 1961

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,704	616	1,832	2,457	1,194	605
Men.....	4,959	470	1,391	1,768	877	453
Women.....	1,745	146	441	689	317	152
14—19 years.....	799	91	242	258	149	59
20—24 years.....	847	87	269	282	146	63
25—44 years.....	2,944	244	815	1,103	506	276
45—64 years.....	1,887	171	459	724	345	188
65 years and over.....	227	23	47	90	48	19
Employed.....	6,381	574	1,716	2,362	1,162	567
Men.....	4,692	432	1,294	1,692	853	421
Women.....	1,689	142	422	670	309	146
Agricultural.....	803	62	157	207	344	33
Non-Agricultural.....	5,578	512	1,559	2,155	818	534
Paid Workers.....	5,147	455	1,415	2,033	765	479
Men.....	3,650	331	1,031	1,415	523	350
Women.....	1,497	124	384	618	242	129
Unemployed.....	323	42	116	95	32	38
Men.....	267	38	97	76	24	32
Women.....	56	*	19	19	*	*
Persons Not in the Labour Force.....	5,337	598	1,598	1,766	863	512
Men.....	1,036	136	302	316	168	114
Women.....	4,301	462	1,296	1,450	695	398

*Less than 10,000.

TABLE A-2—UNEMPLOYED

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	August 1961	July 1961	August 1960
Total unemployed.....	323	354	352
On temporary layoff up to 30 days.....	22	21	30
Without work and seeking work.....	301	333	322
Seeking full-time work.....	280	310	305
Seeking part-time work.....	21	23	17
Seeking under 1 month.....	70	104	93
Seeking 1—3 months.....	114	100	128
Seeking 4—6 months.....	44	49	48
Seeking more than 6 months.....	73	80	53

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME

NOTE: All figures in this table except those for 1956 have been revised. Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Total			Quarterly Totals ⁽¹⁾						
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation ⁽²⁾	Forestry	Construc- tion	Public Utilities	Trade	Finance Services (including Govern- ment)	Supple- men- tary Labour income	Totals (3)
1956—Total....	498	4,586	1,560	371	1,210	239	2,069	3,546	617	14,890
1957—Total....	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total....	527	4,828	1,677	270	1,329	298	2,359	4,295	739	16,524
1959—Total....	552	5,103	1,773	288	1,472	316	2,528	4,705	819	17,761
1960—Total....	551	5,200	1,779	326	1,472	327	2,641	5,095	916	18,514
1960—										
July.....	46.3	435.3	155.0	.....	.....	.....	.....	.....	.....	1,578.9
August.....	46.7	437.9	154.4	88.5	446.7	84.7	663.5	1,282.7	232.9	1,592.3
September.....	46.9	442.0	153.2	.....	.....	.....	.....	.....	.....	1,620.7
October.....	45.7	437.5	151.2	.....	.....	.....	.....	.....	.....	1,599.8
November.....	45.4	432.3	148.5	91.6	369.9	82.6	685.4	1,319.2	235.5	1,573.7
December.....	44.3	422.6	144.7	.....	.....	.....	.....	.....	.....	1,529.4
1961—										
January.....	44.2	420.0	140.5	.....	.....	.....	.....	.....	.....	1,494.3
February.....	44.4	424.4	142.0	62.1	278.7	81.8	656.5	1,327.4	235.7	1,502.3
March.....	44.6	427.1	142.5	.....	.....	.....	.....	.....	.....	1,510.1
April.....	43.2	431.5	145.4	.....	.....	.....	.....	.....	.....	1,536.2
May.....	45.7	443.1	151.2	62.4*	356.0*	84.6*	679.2*	1,382.0*	242.3*	1,592.7
June*.....	46.2	458.1	162.9	.....	.....	.....	.....	.....	.....	1,659.2
July†.....	46.1	450.1	161.5	.....	.....	.....	.....	.....	.....	1,644.6

(1) Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

(2) Includes post office wages and salaries.

(3) Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at July 1961 employers in the principal non-agricultural industries reported a total employment of 2,903,197. Tables C-4 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

Source: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite				Manufacturing			
	Index Numbers (1949=100) ⁽¹⁾			Average Weekly Wages and Salaries	Index Numbers (1949=100)			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Payrolls	Average Weekly Wages and Salaries		Employ- ment	Aggregate Payrolls	Average Weekly Wages and Salaries	
				\$				\$
Averages								
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956.....	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1959.....	119.7	205.7	171.0	73.47	111.1	193.3	172.5	75.84
1960								
July.....	121.9	217.8	177.6	76.28	110.2	198.4	177.8	78.13
August.....	123.1	291.0	176.8	75.94	111.7	199.7	176.5	77.62
September.....	123.1	220.7	178.2	76.55	111.6	201.6	178.2	78.37
October.....	121.5	218.2	178.3	76.60	109.6	199.4	179.6	78.95
November.....	119.7	214.5	177.9	76.43	108.1	197.2	180.0	79.16
December.....	114.8	202.4	175.0	75.18	104.1	187.0	177.2	77.92
1961								
January.....	111.6	201.4	179.2	77.00	104.3	191.6	181.1	79.65
February.....	111.0	202.5	181.1	77.80	104.6	193.5	182.5	80.24
March.....	111.1	202.3	180.7	77.64	104.9	194.4	182.8	80.36
April.....	112.6	206.3	181.8	78.12	105.4	196.7	184.1	80.95
May.....	117.2	214.6	181.6	78.00	108.4	201.8	183.6	80.72
June*.....	121.3	223.6	182.8	78.55	111.2	208.1	184.6	81.17
July†.....	122.4	225.0	182.3	78.32	110.7	205.3	182.8	80.38

⁽¹⁾Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	June 1961	May 1961	June 1960	June 1961	May 1961	June 1960
				\$	\$	\$
Provinces						
Newfoundland.....	141.5	117.9	145.2	71.79	71.75	67.88
Prince Edward Island.....	145.8	131.9	139.6	57.59	56.37	54.40
Nova Scotia.....	97.3	96.3	103.5	64.64	64.66	62.93
New Brunswick.....	108.3	99.2	107.3	63.11	61.38	62.08
Quebec.....	121.2	116.6	123.7	75.60	75.26	72.28
Ontario.....	120.6	118.3	121.9	81.79	81.17	78.86
Manitoba.....	113.2	109.9	114.5	74.05	72.79	72.71
Saskatchewan.....	130.6	125.4	133.3	75.44	73.72	71.69
Alberta (including Northwest Territories).....	161.2	153.7	160.2	81.04	79.54	77.75
British Columbia (including Yukon).....	115.5	112.3	119.2	85.82	85.35	83.82
Canada.....	121.0	117.2	123.0	78.59	78.00	75.74
Urban Areas						
St. John's.....	136.6	128.5	139.9	59.36	59.37	55.80
Sydney.....	84.8	88.8	90.0	76.08	79.37	76.16
Halifax.....	120.7	122.0	118.5	65.50	63.71	62.12
Moncton.....	107.7	102.5	98.3	61.43	60.23	60.19
Saint John.....	104.0	101.8	106.0	62.55	60.53	62.41
Chicoutimi—Jonquiere.....	113.1	109.8	122.4	95.82	95.05	96.71
Quebec.....	115.5	113.3	115.9	67.10	67.37	62.58
Sherbrooke.....	102.4	98.6	102.1	65.90	64.97	62.28
Shawinigan.....	103.6	104.5	109.3	89.27	85.01	82.69
Three Rivers.....	115.4	111.1	117.5	76.45	72.89	69.84
Drummondville.....	76.7	74.9	76.3	62.34	63.10	60.47
Montreal.....	124.9	123.1	125.8	77.56	77.18	74.25
Ottawa—Hull.....	129.9	127.6	128.4	73.61	72.42	69.93
Kingston.....	123.5	120.4	114.2	76.11	76.98	74.33
Peterborough.....	90.4	90.4	97.7	85.48	86.88	83.73
Oshawa.....	173.4	175.6	183.6	91.68	90.40	86.82
Toronto.....	132.5	130.6	131.2	82.31	81.66	79.38
Hamilton.....	109.7	108.3	114.1	87.34	86.59	83.56
St. Catharines.....	108.9	107.0	109.7	89.63	88.87	85.69
Niagara Falls.....	100.7	99.0	104.2	80.05	81.16	77.16
Brantford.....	81.9	82.5	80.9	74.05	74.83	70.58
Guelph.....	123.1	119.9	123.4	73.42	72.27	70.76
Galt.....	107.8	106.1	120.3	71.02	70.04	67.68
Kitchener.....	124.0	121.2	122.8	74.78	73.37	72.46
Sudbury.....	148.4	146.6	147.0	91.65	91.48	89.11
Timmins.....	93.0	91.5	96.4	70.54	70.90	69.50
London.....	131.5	128.3	127.2	74.97	74.12	72.67
Sarnia.....	128.6	126.2	128.9	101.23	101.49	97.83
Windsor.....	74.5	74.4	79.4	88.86	88.16	86.48
Sault Ste. Marie.....	143.7	139.8	141.3	98.08	104.43	91.65
Ft. William—Pt. Arthur.....	114.3	110.0	113.9	80.77	80.47	78.98
Winnipeg.....	113.1	110.8	113.6	71.43	70.04	69.67
Regina.....	143.0	138.9	136.0	73.15	71.92	68.82
Saskatoon.....	148.2	145.3	144.3	70.97	69.38	67.99
Edmonton.....	194.3	187.0	191.0	75.91	74.59	72.82
Calgary.....	177.9	173.0	176.5	77.36	75.61	74.05
Vancouver.....	113.4	111.1	116.2	84.17	83.76	81.81
Victoria.....	109.6	107.3	111.9	77.37	76.43	75.18

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

NOTE: Information for other industries is given in "Employment and Payrolls"

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	June 1961	May 1961	June 1960	June 1961	May 1961	June 1960
Mining	119.6	117.4	122.1	\$ 95.47	\$ 95.82	\$ 94.13
Metal mining.....	135.2	132.8	140.3	98.15	98.22	97.11
Gold.....	72.8	71.8	75.4	78.53	79.37	77.35
Other metal.....	193.3	189.7	200.9	105.03	104.86	104.02
Fuels.....	84.0	85.3	86.1	97.15	95.71	94.75
Coal.....	40.6	45.8	43.9	73.32	74.22	71.92
Oil and natural gas.....	270.9	255.5	267.9	112.51	112.29	110.87
Non-metal.....	152.8	141.5	144.3	82.09	85.87	79.92
Manufacturing	111.0	108.4	112.2	81.27	80.72	78.23
Durable goods.....	113.4	111.0	116.9	87.40	86.94	83.79
Non-durable goods.....	108.9	106.2	108.3	75.92	75.26	73.18
Food and beverages.....	118.6	112.0	119.1	72.71	71.96	69.90
Meat products.....	137.9	134.8	140.1	84.93	82.55	79.92
Canned and preserved fruits and vegetables.....	95.1	82.5	104.0	63.57	64.69	57.82
Grain mill products.....	102.7	102.0	104.9	79.46	79.05	77.80
Bread and other bakery products.....	112.9	110.1	113.2	69.06	68.25	68.49
Distilled and malt liquors.....	102.6	100.9	105.9	98.56	96.37	94.38
Tobacco and tobacco products.....	81.4	79.0	79.5	82.60	82.27	79.45
Rubber products.....	100.3	97.3	102.0	84.00	82.22	79.69
Leather products.....	86.9	86.0	82.7	54.25	53.86	51.57
Boots and shoes (except rubber).....	94.3	92.4	90.2	51.54	51.00	48.82
Textile products (except clothing).....	75.4	77.5	77.8	64.44	63.83	61.90
Cotton yarn and broad woven goods.....	70.6	70.2	69.4	61.62	59.57	57.43
Woolen goods.....	62.4	60.8	63.0	61.19	60.94	59.25
Synthetic textiles and silk.....	84.1	82.4	84.2	69.93	71.20	68.71
Clothing (textile and fur).....	89.4	88.4	88.4	49.79	49.12	47.00
Men's clothing.....	91.6	90.5	90.7	48.32	47.83	46.23
Women's clothing.....	96.1	95.0	91.4	50.55	50.16	46.39
Knit goods.....	70.2	70.1	70.6	50.03	49.26	47.06
Wood products.....	108.8	104.6	109.9	69.87	69.16	66.84
Saw and planing mills.....	114.1	108.0	113.0	71.80	71.30	69.21
Furniture.....	109.5	108.1	111.8	67.69	66.61	63.61
Other wood products.....	81.7	81.2	91.5	62.40	61.88	60.52
Paper products.....	127.4	123.8	127.1	95.91	94.25	91.86
Pulp and paper mills.....	128.8	124.8	129.0	103.52	101.72	98.84
Other paper products.....	124.0	121.3	122.7	77.39	76.26	74.51
Printing, publishing and allied industries.....	124.5	123.8	125.3	87.61	87.31	85.00
Iron and steel products.....	105.1	103.1	108.5	92.40	92.46	88.53
Agricultural implements.....	67.8	67.0	71.9	93.59	93.68	90.69
Fabricated and structural steel.....	148.8	146.9	169.8	93.76	93.54	89.16
Hardware and tools.....	100.2	100.2	99.4	82.15	81.44	82.16
Heating and cooking appliances.....	97.3	92.1	97.3	78.52	78.16	76.98
Iron castings.....	91.3	88.5	91.9	89.17	86.40	83.56
Machinery, Industrial.....	115.4	113.7	119.5	88.28	88.15	85.14
Primary iron and steel.....	119.7	117.4	120.0	106.03	109.34	98.89
Sheet metal products.....	109.2	105.3	112.7	91.63	90.29	89.75
Wire and wire products.....	111.5	110.8	118.9	94.22	92.00	89.97
Transportation equipment.....	106.9	107.0	111.9	92.39	90.87	87.97
Aircraft and parts.....	258.2	258.4	242.2	95.24	95.37	91.84
Motor vehicles.....	105.3	106.1	114.4	103.85	100.10	97.47
Motor vehicles parts and accessories.....	102.8	104.0	105.2	90.41	91.08	85.99
Railroad and rolling stock equipment.....	55.2	53.6	66.4	83.81	80.99	80.15
Shipbuilding and repairing.....	130.7	130.4	132.2	83.46	81.56	80.73
Non-ferrous metal products.....	126.5	123.7	132.2	93.30	93.13	90.97
Aluminum products.....	141.2	136.9	147.3	89.13	90.04	85.83
Brass and copper products.....	103.4	101.3	103.9	89.48	87.57	83.88
Smelting and refining.....	147.4	144.2	157.0	101.08	101.20	99.67
Electrical apparatus and supplies.....	133.4	129.6	135.3	88.16	87.64	84.88
Heavy electrical machinery.....	99.9	97.7	107.1	95.71	94.91	92.88
Telecommunication equipment.....	228.7	220.0	219.6	86.45	86.71	82.31
Non-metallic mineral products.....	145.7	138.9	149.6	85.61	85.30	79.76
Clay products.....	93.6	88.4	93.8	78.89	77.75	73.99
Glass and glass products.....	160.3	154.0	158.4	80.47	80.98	75.57
Products of petroleum and coal.....	139.3	138.7	140.7	116.71	117.44	117.54
Petroleum refining and products.....	142.2	141.4	143.7	117.49	118.24	118.41
Chemical products.....	133.3	133.0	135.7	94.55	94.85	91.22
Medicinal and pharmaceutical preparations.....	120.9	119.4	120.5	80.86	82.81	80.92
Acids, alkalis and salts.....	158.3	156.6	160.8	106.57	107.53	101.79
Miscellaneous manufacturing industries.....	138.2	136.3	130.2	71.61	71.40	70.44
Construction	133.7	123.1	147.3	83.06	81.27	78.25
Building and general engineering.....	127.3	117.6	135.3	89.62	87.92	85.57
Highways, bridges and streets.....	144.4	132.2	166.9	73.41	71.38	68.50
Electric and motor transportation.....	137.9	134.9	134.9	83.56	82.70	79.96
Service	154.2	148.8	149.5	\$ 55.27	\$ 55.29	\$ 52.50
Hotels and restaurants.....	136.8	129.3	138.7	42.05	42.14	40.74
Laundries and dry cleaning plants.....	125.2	123.4	117.6	48.86	48.58	47.07
Industrial composite	121.0	117.2	123.0	78.59	78.00	75.74

TABLE C-4—HOURS IN MANUFACTURING BY PROVINCES

This table is published every second month

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949-100)	
				Current Dollars	1949 Dollars
	No.	\$	\$	No.	
Monthly Average 1955.....	41.0	1.45	59.45	142.4	122.4
Monthly Average 1956.....	41.0	1.52	62.40	149.5	126.3
Monthly Average 1957.....	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Last Pay Period in:					
1960 July.....	40.6	1.77	72.01†	172.5	134.9
August.....	40.5	1.76	71.46	171.2	133.3
September.....	40.9	1.77	72.37	173.4	134.0
October.....	40.6	1.78	72.66	174.1	134.3
November.....	40.6	1.79	72.82	174.5	134.6
December.....	38.7	1.82	70.60	169.1	130.9
1961 January.....	40.1	1.81	72.76	174.3	135.2
February.....	40.4	1.82	72.40	175.9	136.2
March.....	40.3	1.83	73.64	176.4	136.7
April.....	40.6	1.84	74.56	178.6	138.5
May.....	40.5	1.84	74.44	178.3	138.3
June*.....	41.0	1.83	75.02	179.7	139.3
July†.....	40.6	1.82	73.99	177.3	137.3

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, D.B.S., page ii.

* Revised.

† Latest figures subject to revision.

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	June 1961	May 1961	June 1960	June 1961	May 1961	June 1960	June 1961	May 1961	June 1960
	no.	no.	no.	\$	\$	\$	\$	\$	\$
Mining	42.2	42.1	42.0	2.12	2.12	2.10	89.38	89.08	88.06
Metal mining.....	42.5	42.4	42.5	2.20	2.20	2.18	93.45	93.17	92.55
Gold.....	43.1	43.6	43.5	1.69	1.70	1.66	72.91	74.14	72.29
Other metal.....	42.3	42.0	42.1	2.39	2.39	2.38	101.23	100.38	100.38
Fuels.....	41.4	40.4	40.4	1.99	1.96	1.97	82.20	79.48	79.74
Coal.....	41.2	41.0	40.3	1.75	1.77	1.73	71.98	72.79	69.88
Oil and natural gas.....	41.6	39.3	40.5	2.32	2.35	2.36	96.68	92.26	95.46
Non-metal.....	41.9	42.8	41.8	1.92	1.95	1.87	80.63	83.32	78.32
Manufacturing	41.0	40.5	40.4	1.83	1.84	1.79	75.07	74.44	72.19
Durable goods.....	41.2	40.8	40.7	1.99	1.99	1.93	81.99	81.36	78.48
Non-durable goods.....	40.8	40.1	40.1	1.68	1.70	1.65	68.72	68.04	66.13
Food and beverages.....	42.4	40.9	41.3	1.59	1.64	1.57	67.36	66.99	64.77
Meat products.....	42.5	41.4	41.2	1.91	1.91	1.85	81.24	79.20	76.12
Canned and preserved fruits and vegetables.....	39.4	38.9	38.5	1.38	1.41	1.33	54.42	54.82	51.19
Grain mill products.....	42.7	43.1	43.5	1.75	1.75	1.72	74.76	75.51	74.67
Bread and other bakery products.....	43.4	42.6	42.9	1.50	1.48	1.48	64.87	63.22	63.34
Distilled liquors.....	41.4	40.0	40.6	2.08	2.09	2.01	85.85	83.84	81.53
Malt liquors.....	41.1	39.4	40.0	2.35	2.34	2.24	96.61	92.13	89.44
Tobacco and tobacco products.....	40.0	40.4	40.7	1.93	1.90	1.82	77.18	76.95	74.09
Rubber products.....	41.4	40.6	40.4	1.89	1.87	1.82	78.37	75.72	73.42
Leather products.....	40.1	39.4	38.2	1.24	1.24	1.22	49.88	49.01	46.40
Boots and shoes (except rubber).....	40.0	39.1	37.5	1.18	1.19	1.17	47.30	46.62	44.00
Other leather products.....	40.6	39.9	39.7	1.37	1.36	1.31	55.76	54.34	52.04
Textile products (except clothing).....	42.0	41.6	41.3	1.37	1.37	1.34	57.80	57.07	55.30
Cotton yarn and broad woven goods.....	40.5	39.3	39.2	1.41	1.39	1.34	57.21	54.82	52.71
Woolen goods.....	43.7	43.4	43.2	1.28	1.28	1.26	56.16	55.53	54.23
Synthetic textiles and silk.....	42.6	43.4	42.5	1.46	1.47	1.43	62.04	63.60	60.96
Clothing (textile and fur).....	37.9	37.4	36.4	1.17	1.17	1.14	44.52	43.75	41.34
Men's clothing.....	37.3	36.7	36.4	1.17	1.17	1.14	43.69	42.97	41.65
Women's clothing.....	36.2	36.3	33.4	1.24	1.23	1.19	44.91	44.64	39.77
Knit goods.....	40.8	40.1	38.6	1.10	1.09	1.07	44.91	43.89	41.23
*Wood products.....	41.6	40.8	40.6	1.60	1.61	1.57	66.67	65.71	63.75
Saw and planing mills.....	41.0	40.3	40.2	1.70	1.71	1.67	69.63	69.00	67.14
Furniture.....	42.7	41.8	40.8	1.47	1.46	1.44	62.68	61.20	58.95
Other wood products.....	43.0	41.6	42.0	1.34	1.36	1.32	57.57	56.46	55.68
Paper products.....	41.5	40.9	41.6	2.15	2.15	2.08	89.21	88.10	86.35
Pulp and paper mills.....	41.5	40.9	41.9	2.31	2.32	2.22	95.93	95.04	92.98
Other paper products.....	41.5	41.0	40.9	1.71	1.70	1.66	70.89	69.44	67.66
Printing, publishing and allied industries.....	39.2	38.7	39.2	2.22	2.22	2.16	86.92	85.98	84.71
*Iron and steel products.....	41.1	40.9	40.8	2.14	2.15	2.06	87.74	87.93	84.01
Agricultural implements.....	40.0	40.0	40.1	2.16	2.17	2.10	86.29	86.64	84.29
Fabricated and structural steel.....	40.9	40.6	41.1	2.10	2.11	2.04	85.89	85.54	83.97
Hardware and tools.....	42.2	41.9	42.1	1.79	1.79	1.79	75.64	74.85	75.41
Heating and cooking appliances.....	40.5	40.0	40.0	1.81	1.78	1.78	73.13	71.18	71.23
Iron castings.....	41.8	40.7	40.3	2.00	2.00	1.97	83.73	81.48	79.37
Machinery, industrial.....	41.8	41.5	41.5	1.98	1.98	1.92	82.63	82.06	79.55
Primary iron and steel.....	40.2	41.1	39.9	2.54	2.58	2.38	101.88	106.04	94.89
Sheet metal products.....	41.7	40.7	41.6	2.10	2.12	2.06	87.41	86.18	85.97
Wire and wire products.....	42.2	41.6	41.2	2.12	2.08	2.03	89.57	86.45	83.84
*Transportation equipment.....	40.8	40.3	40.5	2.13	2.11	2.03	86.91	85.06	82.30
Aircraft and parts.....	41.7	42.1	41.3	2.11	2.10	2.00	87.83	88.62	82.57
Motor vehicles.....	41.7	40.2	41.0	2.34	2.30	2.22	97.60	92.68	91.21
Motor vehicle parts and accessories.....	40.4	40.6	40.0	2.09	2.10	2.01	84.46	85.42	80.20
Railroad and rolling stock equipment.....	39.4	39.1	39.7	2.07	2.00	1.96	81.49	78.40	77.87
Shipbuilding and repairing.....	40.2	39.1	40.0	2.03	2.03	1.97	81.73	79.36	78.72
*Non-ferrous metal products.....	40.6	40.6	40.7	2.16	2.15	2.11	87.56	87.30	85.92
Aluminum products.....	41.6	41.7	42.1	1.90	1.93	1.82	78.84	80.41	76.51
Brass and copper products.....	41.6	40.9	40.1	2.02	2.01	1.94	84.27	82.11	77.58
Smelting and refining.....	40.0	40.2	40.6	2.39	2.38	2.34	95.40	95.45	94.97
*Electrical apparatus and supplies.....	41.0	40.5	40.6	1.88	1.89	1.84	77.21	76.32	74.52
Heavy electrical machinery and equipment.....	41.2	40.7	40.8	2.08	2.08	2.06	85.71	84.39	84.19
Telecommunication equipment.....	40.7	40.0	40.5	1.73	1.76	1.64	70.36	70.31	66.38
Refrigerators, vacuum cleaners and appliances.....	40.1	39.8	39.7	1.91	1.92	1.88	76.64	76.29	74.60
Wire and cable.....	43.4	42.0	41.8	2.08	2.08	2.02	90.49	87.27	84.15
Miscellaneous electrical products.....	40.6	40.3	40.5	1.79	1.78	1.74	72.59	71.90	70.35
*Non-metallic mineral products.....	43.6	43.4	42.1	1.86	1.86	1.78	81.31	80.78	74.75
Clay products.....	43.7	42.7	41.3	1.69	1.70	1.62	74.07	72.82	67.03
Glass and glass products.....	40.7	41.2	40.5	1.88	1.86	1.75	76.59	76.76	71.00
Products of petroleum and coal.....	41.5	41.6	41.5	2.57	2.58	2.57	106.74	107.13	106.44
Chemical products.....	41.2	41.4	41.1	2.03	2.04	1.98	83.77	84.46	81.12
Medicinal and pharmaceutical preparations.....	40.1	40.4	40.9	1.54	1.55	1.50	61.84	62.83	61.45
Acids, alkalis and salts.....	41.2	41.0	40.7	2.33	2.39	2.27	96.07	97.94	92.27
Miscellaneous manufacturing industries.....	41.1	40.8	41.4	1.52	1.52	1.49	62.36	61.97	61.70
Construction	41.7	39.7	40.1	1.95	1.97	1.90	81.20	78.08	76.13
Building and general engineering.....	40.8	39.3	39.2	2.13	2.14	2.11	86.89	84.11	82.62
Highways, bridges and streets.....	43.2	40.4	41.6	1.65	1.67	1.58	71.36	67.54	65.87
Electric and motor transportation.....	43.7	43.4	43.8	1.90	1.90	1.82	83.05	82.31	79.78
Service	39.0	38.8	39.5	1.06	1.07	1.03	41.18	41.53	40.49
Hotels and restaurants.....	39.0	38.8	39.5	1.02	1.04	1.00	39.98	40.27	39.35
Laundries and dry cleaning plants.....	40.0	40.1	40.3	1.03	1.03	1.00	41.07	41.44	40.36

*Durable manufactured goods industries.

D—National Employment Service Statistics

Tables D-1 to D-5 are based on two statistical reports of the National Employment Service. These reports serve different operational purposes and, therefore, the data are not necessarily identical.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

**A—DATE NEAREST SEPTEMBER 1, 1955-60, AND FIRST OF MONTH,
OCTOBER 1960-SEPTEMBER 1961**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
September 1, 1955.....	26,320	19,536	45,856	121,945	63,738	185,683
September 1, 1956.....	39,324	22,039	61,363	101,718	60,377	162,095
September 1, 1957.....	14,379	16,047	30,426	171,981	76,446	248,427
September 1, 1958.....	10,012	13,446	23,458	237,319	106,423	343,742
September 1, 1959.....	16,741	18,466	35,207	172,417	96,074	268,491
September 1, 1960.....	13,748	14,427	28,175	236,969	117,044	354,013
October 1, 1960.....	12,239	13,796	26,035	228,632	115,358	343,990
November 1, 1960.....	11,944	10,866	22,810	281,484	124,255	405,739
December 1, 1960.....	15,932	10,799	26,731	393,856	144,123	537,979
January 1, 1961.....	9,859	7,996	17,855	570,789	163,893	734,682
February 1, 1961.....	8,866	8,377	17,243	668,766	185,972	854,738
March 1, 1961.....	8,786	9,513	18,299	691,351	186,991	878,342
April 1, 1961.....	9,927	11,387	21,314	683,034	180,982	864,016
May 1, 1961.....	14,098	13,802	27,900	594,904	172,884	767,788
June 1, 1961.....	17,078	17,208	34,286	418,218	151,611	569,829
July 1, 1961.....	15,103	16,445	31,548	268,284	125,447	393,731
August 1, 1961 ⁽¹⁾	15,880	14,732	30,612	246,016	117,993	364,009
September 1, 1961 ⁽¹⁾	14,963	17,850	32,813	216,265	104,695	320,960

**B—DATE NEAREST OCTOBER 1, 1955 TO 1960, AND MONTHLY,
NOVEMBER 1, 1960 TO OCTOBER 1, 1961**

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
October 1, 1955.....	28,794	18,225	47,019	117,723	63,545	181,268
October 1, 1956.....	40,726	21,827	62,553	97,699	59,502	157,201
October 1, 1957.....	12,792	13,660	26,452	186,599	80,287	266,886
October 1, 1958.....	9,385	11,430	20,815	228,426	107,123	335,549
October 1, 1959.....	16,162	16,792	32,954	160,519	97,261	257,780
October 1, 1960.....	12,239	13,796	26,035	228,632	115,358	343,990
November 1, 1960.....	11,944	10,866	22,810	281,484	124,255	405,739
December 1, 1960.....	15,932	10,799	26,731	393,856	144,123	537,979
January 1, 1961.....	9,859	7,996	17,855	570,789	163,893	734,682
February 1, 1961.....	8,866	8,377	17,243	668,766	185,972	854,738
March 1, 1961.....	8,786	9,513	18,299	691,351	186,991	878,342
April 1, 1961.....	9,927	11,387	21,314	683,034	180,982	864,016
May 1, 1961.....	14,098	13,802	27,900	594,904	172,884	767,788
June 1, 1961.....	17,078	17,208	34,286	418,218	151,611	569,829
July 1, 1961.....	15,103	16,445	31,548	268,284	125,447	393,731
August 1, 1961.....	15,880	14,732	30,612	246,016	117,993	364,009
September 1, 1961 ⁽¹⁾	14,963	17,850	32,813	216,245	104,695	320,940
October 1, 1961 ⁽¹⁾	15,217	17,066	32,283	216,358	101,260	317,618

⁽¹⁾ Latest figures subject to revision.

*Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—UNFILLED VACANCIES BY INDUSTRY AND BY SEX

A—AS AT JULY 31, 1961⁽¹⁾

(Source: National Employment Service, Unemployment Insurance Commission)

Industry	Male	Female	Total	Change from			
				June 30, 1961	July 29, 1960		
Agriculture, Fishing, Trapping.....	3,402	803	4,205	+	2,381	+	772
Forestry.....	1,541	12	1,553	-	91	-	1,033
Mining, Quarrying and Oil Wells.....	311	43	354	-	146	-	151
Metal Mining.....	212	16	228	-	101	-	74
Fuels.....	57	13	70	-	39	-	73
Non-Metal Mining.....	29	1	30	+	4	+	23
Quarrying, Clay and Sand Pits.....	4	.....	4	-	8	-	9
Prospecting.....	9	13	22	-	2	-	18
Manufacturing.....	2,759	2,575	5,334	-	374	+	681
Foods and Beverages.....	282	441	723	-	313	+	60
Tobacco and Tobacco Products.....	9	3	12	-	3	-	6
Rubber Products.....	16	21	37	0	0	+	9
Leather Products.....	60	179	239	+	79	+	58
Textile Products (except clothing).....	69	118	187	+	5	+	26
Clothing (textile and fur).....	146	1,066	1,212	+	340	+	396
Wood Products.....	277	95	372	-	99	+	96
Paper Products.....	118	60	178	-	47	-	82
Printing, Publishing and Allied Industries.....	87	100	187	-	27	+	8
Iron and Steel Products.....	581	94	675	-	7	+	128
Transportation Equipment.....	413	47	460	-	125	-	84
Non-Ferrous Metal Products.....	90	37	127	-	17	-	5
Electrical Apparatus and Supplies.....	214	106	320	-	21	+	10
Non-Metallic Mineral Products.....	78	30	108	-	93	+	17
Products of Petroleum and Coal.....	26	9	35	-	12	+	6
Chemical Products.....	157	62	219	-	53	-	33
Miscellaneous Manufacturing Industries.....	136	107	243	+	19	+	77
Construction.....	1,691	97	1,788	+	413	+	99
General Contractors.....	1,040	66	1,106	+	171	-	80
Special Trade Contractors.....	651	31	682	+	242	+	179
Transportation, Storage and Communication.....	698	184	882	-	238	+	38
Transportation.....	511	85	596	-	274	+	23
Storage.....	12	10	22	-	7	-	1
Communication.....	175	89	264	+	43	+	16
Public Utility Operation.....	106	19	125	+	10	+	49
Trade.....	2,089	2,260	4,349	+	102	+	658
Wholesale.....	716	430	1,146	-	69	+	128
Retail.....	1,373	1,830	3,203	+	171	+	530
Finance, Insurance and Real Estate.....	688	507	1,195	-	81	-	53
Service.....	3,022	8,265	11,287	-	3,226	+	1,683
Community or Public Service.....	836	2,325	3,161	-	274	+	406
Government Service.....	1,084	400	1,484	-	1,530	+	389
Recreation Service.....	47	81	128	-	212	-	169
Business Service.....	427	448	875	-	24	-	58
Personal Service.....	628	5,011	5,639	-	1,186	+	1,115
GRAND TOTAL.....	16,307	14,765	31,072	-	1,250	+	2,743

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

TABLE D-2—UNFILLED VACANCIES BY INDUSTRY AND BY SEX

B—AS AT AUGUST 31, 1961⁽¹⁾

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Industry	Male	Female	Total	Change from	
				July 31 1961	August 31 1960
Agriculture, Fishing, Trapping.....	1,347	356	1,703	- 2,502	+ 664
Forestry.....	1,731	11	1,742	+ 189	- 1,152
Mining, Quarrying and Oil Wells.....	291	39	330	- 24	- 181
Metal Mining.....	194	15	209	- 19	- 90
Fuels.....	52	15	67	- 3	- 66
Non-Metal Mining.....	23	2	25	- 5	- 10
Quarrying, Clay and Sand Pits.....	14	2	16	+ 12	+ 6
Prospecting.....	8	5	13	- 9	- 21
Manufacturing.....	3,627	4,254	7,881	+ 2,547	+ 2,488
Foods and Beverages.....	426	1,834	2,260	+ 1,537	+ 1,210
Tobacco and Tobacco Products.....	6	3	9	- 3	- 7
Rubber Products.....	20	10	30	- 7	- 10
Leather Products.....	79	233	312	+ 73	+ 106
Textile Products (except clothing).....	87	133	220	+ 33	+ 12
Clothing (textile and fur).....	195	1,157	1,352	+ 140	+ 404
Wood Products.....	337	79	416	+ 44	+ 83
Paper Products.....	220	64	284	+ 106	+ 18
Printing, Publishing and Allied Industries.....	130	127	257	+ 70	+ 48
Iron and Steel Products.....	701	145	846	+ 171	+ 296
Transportation Equipment.....	375	73	448	- 12	- 5
Non-Ferrous Metal Products.....	315	45	360	+ 233	+ 161
Electrical Apparatus and Supplies.....	256	130	386	+ 66	+ 49
Non-Metallic Mineral Products.....	99	11	110	+ 2	+ 22
Products of Petroleum and Coal.....	29	6	35	0	+ 12
Chemical Products.....	163	82	245	+ 26	- 50
Miscellaneous Manufacturing Industries.....	189	122	311	+ 68	+ 139
Construction.....	1,568	80	1,648	- 140	+ 188
General Contractors.....	983	51	1,034	- 72	+ 69
Special Trade Contractors.....	585	29	614	- 68	+ 119
Transportation, Storage and Communication.....	696	220	916	+ 34	+ 202
Transportation.....	500	100	600	+ 4	+ 140
Storage.....	24	18	42	+ 20	+ 11
Communication.....	172	102	274	+ 10	+ 51
Public Utility Operation.....	167	34	201	+ 76	+ 131
Trade.....	2,268	2,498	4,766	+ 417	+ 534
Wholesale.....	784	507	1,291	+ 145	+ 156
Retail.....	1,484	1,991	3,475	+ 272	+ 378
Finance, Insurance and Real Estate.....	663	553	1,216	+ 21	- 11
Service.....	2,594	10,019	12,613	+ 1,326	+ 2,420
Community or Public Service.....	639	2,526	3,165	+ 4	+ 731
Government Service.....	765	416	1,181	- 303	+ 160
Recreation Service.....	144	106	250	+ 122	+ 73
Business Service.....	446	417	863	- 12	+ 166
Personal Service.....	600	6,554	7,154	+ 1,515	+ 1,290
GRAND TOTAL.....	14,952	18,064	33,016	+ 1,944	+ 5,283

⁽¹⁾Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT
BY OCCUPATION AND BY SEX**

A—AS AT JULY 31, 1961⁽¹⁾

(Source: National Employment Service, Unemployment Insurance Commission)

Occupational Group	Unfilled Vacancies ⁽²⁾			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	2,034	1,949	3,983	6,857	1,925	8,782
Clerical Workers.....	1,308	3,001	4,309	16,220	43,723	59,943
Sales Workers.....	1,528	1,110	2,638	6,563	13,802	20,365
Personal and Domestic Service Workers.....	812	5,510	6,322	25,773	19,294	45,067
Seamen.....				775	8	783
Agriculture, Fishing, Forestry (Ex. log.).....	3,340	817	4,157	3,434	618	4,052
Skilled and Semi-Skilled Workers.....	5,558	1,599	7,157	102,726	17,323	120,049
Food and kindred products (incl. tobacco).....	69	13	82	1,023	467	1,490
Textiles, clothing, etc.....	140	1,140	1,280	2,530	10,693	13,223
Lumber and lumber products.....	1,287	8	1,295	9,623	109	9,732
Pulp, paper (incl. printing).....	65	10	75	964	417	1,381
Leather and leather products.....	40	118	158	793	777	1,570
Stone, clay and glass products.....	11		11	286	39	325
Metalworking.....	752	14	766	15,199	904	16,103
Electrical.....	134	29	163	2,915	1,083	3,998
Transportation equipment.....	2		2	1,547	45	1,592
Mining.....	56		56	1,722		1,722
Construction.....	1,073		1,073	18,884	1	18,885
Transportation (except seamen).....	374	11	385	18,255	130	18,385
Communications and public utility.....	31		31	770	2	772
Trade and service.....	209	210	419	3,961	1,516	5,477
Other skilled and semi-skilled.....	1,108	31	1,139	17,336	855	18,191
Foremen.....	66	15	81	2,239	275	2,514
Apprentices.....	141		141	4,679	10	4,689
Unskilled Workers.....	1,300	746	2,046	83,668	21,300	104,968
Food and tobacco.....	35	208	243	2,352	5,074	7,426
Lumber and lumber products.....	80	34	114	7,202	279	7,481
Metalworking.....	41	20	61	5,532	543	6,075
Construction.....	683		683	33,680		33,680
Other unskilled workers.....	461	484	945	34,902	15,404	50,306
GRAND TOTAL.....	15,880	14,732	30,612	246,016	117,993	364,009

⁽¹⁾ Preliminary—subject to revision.

⁽²⁾ Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT
BY OCCUPATION AND BY SEX**

B—AS AT AUGUST 31, 1961⁽¹⁾

(Source: National Employment Service, Unemployment Insurance Commission)

Occupational Group	Unfilled Vacancies ⁽²⁾			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,855	1,964	3,819	6,525	1,748	8,273
Clerical Workers.....	1,302	3,148	4,450	14,403	41,755	56,158
Sales Workers.....	1,495	1,289	2,784	6,174	12,971	19,145
Personal and Domestic Service Workers.	745	7,163	7,908	24,649	18,342	42,991
Seamen.....	30	.....	30	798	2	800
Agriculture, Fishing, Forestry (Ex. log.).	1,440	123	1,563	2,873	564	3,437
Skilled and Semi-Skilled Workers.....	6,003	1,794	7,797	92,731	12,741	105,522
Food and kindred products (incl. tobacco).....	76	13	89	894	563	1,257
Textiles, clothing, etc.....	147	1,293	1,440	1,440	7,375	8,815
Lumber and lumber products.....	1,734	4	1,738	9,179	97	9,276
Pulp, paper (incl. printing).....	47	4	51	883	394	1,277
Leather and leather products.....	37	145	182	605	671	1,276
Stone, clay and glass products.....	9	.....	9	240	12	252
Metalworking.....	820	25	848	13,587	696	14,283
Electrical.....	136	29	165	2,454	664	3,118
Transportation equipment.....	10	6	16	1,760	34	1,794
Mining.....	57	.....	57	1,919	.....	1,919
Construction.....	874	.....	874	16,119	.....	16,119
Transportation (except seamen).....	486	11	497	16,640	124	16,764
Communications and public utility...	49	.....	49	872	5	877
Trade and service.....	236	215	451	3,584	1,317	4,901
Other skilled and semi-skilled.....	1,091	33	1,124	16,465	755	17,220
Foremen.....	64	13	77	2,277	226	2,503
Apprentices.....	130	.....	130	4,043	8	4,051
Unskilled Workers.....	2,093	2,369	4,462	68,062	16,572	84,634
Food and tobacco.....	203	1,678	1,881	1,959	4,432	6,391
Lumber and lumber products.....	136	11	147	6,853	268	7,121
Metalworking.....	289	34	323	4,000	451	4,451
Construction.....	776	.....	776	28,611	2	28,613
Other unskilled workers.....	689	646	1,335	26,639	11,419	38,058
GRAND TOTAL.....	14,963	17,850	32,813	216,245	104,695	320,940

⁽¹⁾ Preliminary—subject to revision.

⁽²⁾ Current vacancies only. Deferred vacancies are excluded.

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS

A—AS AT JULY 31, 1961

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Unfilled Vacancies ^(a)			Registrations		
	(1) July 31, 1961	Previous Month June 30, 1961	Previous Year July 28, 1960	(1) July 31, 1961	Previous Month June 30, 1961	Previous Year July 28, 1960
Newfoundland	420	529	317	7,205	8,486	6,566
Corner Brook.....	29	28	15	2,333	2,534	1,813
Grand Falls.....	5	8	4	650	683	610
St. John's.....	386	493	298	4,222	5,269	4,143
Prince Edward Island	103	225	252	1,229	1,345	1,430
Charlottetown.....	72	161	209	576	695	892
Summerside.....	31	64	43	653	650	538
Nova Scotia	976	985	806	13,678	15,981	12,860
Amherst.....	41	46	51	668	719	567
Bridgewater.....	19	20	21	686	850	882
Halifax.....	541	536	450	3,546	4,425	4,345
Inverness.....	.....	.....	.....	236	232	252
Kentville.....	107	173	142	1,040	1,320	940
Liverpool.....	13	26	7	307	456	255
New Glasgow.....	37	70	33	1,315	1,397	1,171
Springhill.....	11	12	2	610	609	556
Sydney.....	27	27	48	2,801	3,200	2,867
Sydney Mines.....	81	7	.....	1,241	1,218	.....
Truro.....	60	24	21	638	802	751
Yarmouth.....	39	44	31	590	753	674
New Brunswick	709	979	969	10,392	12,596	10,642
Bathurst.....	28	23	276	732	912	740
Campbellton.....	9	119	9	918	1,455	920
Edmundston.....	16	39	15	666	575	591
Fredericton.....	158	197	87	1,087	1,315	1,217
Minto.....	34	57	106	360	386	393
Moncton.....	249	314	168	2,095	2,561	2,297
Newcastle.....	1	.....	2	868	982	806
Saint John.....	172	167	224	2,448	2,768	2,505
St. Stephen.....	16	48	56	632	820	497
Sussex.....	9	12	14	187	260	245
Woodstock.....	17	3	12	399	562	431
Quebec	6,880	7,510	6,914	111,415	121,769	114,070
Alma.....	13	10	32	1,563	1,509	1,421
Asbestos.....	3	3	7	269	290	270
Baie Comeau.....	96	210	133	441	500	360
Beauharnois.....	7	6	12	711	845	712
Buckingham.....	8	12	82	530	655	467
Causapscal.....	151	325	135	601	997	571
Chandler.....	8	22	12	503	654	214
Chicoutimi.....	100	94	372	1,646	2,017	1,379
Cowansville.....	9	8	54	862	412	784
Dolbeau.....	33	250	12	831	890	766
Drummondville.....	98	57	20	1,863	1,715	1,808
Farnham.....	37	110	18	519	630	396
Forestville.....	126	41	312	288	258	193
Gaspé.....	9	14	8	391	533	238
Granby.....	18	44	24	1,472	1,526	2,433
Hull.....	79	68	29	1,784	2,202	1,857
Joliette.....	143	207	120	2,756	2,923	2,492
Jonquière.....	46	43	35	1,614	2,113	1,620
Lachute.....	14	23	7	408	362	420
La Malbaie.....	.....	12	12	868	589	364
La Tuque.....	144	169	779	632	678	389
Lévis.....	16	24	38	1,743	1,944	1,732
Louiseville.....	22	35	22	737	732	765
Magog.....	9	.....	4	442	333	304
Maniwaki.....	69	99	17	411	518	309
Matane.....	16	25	18	775	794	358
Mégantic.....	10	13	1	472	529	327
Mont-Laurier.....	33	86	25	522	584	443
Montmagny.....	10	10	5	863	1,177	639
Montreal.....	3,507	3,415	2,648	46,586	50,373	49,301
New Richmond.....	1	3	2	424	550	313
Port Alfred.....	19	15	2	490	580	390
Quebec.....	612	545	457	7,870	8,009	8,759
Rimouski.....	43	55	116	1,380	1,855	1,100
Rivière du Loup.....	16	30	12	1,398	1,993	972
Roberval.....	72	51	131	894	1,061	781
Rouyn.....	122	47	72	1,640	2,027	2,049
Ste. Agathe-des-Monts.....	49	74	29	296	378	284
Ste. Anne de Bellevue.....	70	102	56	759	724	659
Ste. Thérèse.....	60	27	39	1,274	1,262	1,404
St. Hyacinthe.....	31	91	55	1,501	1,308	2,336
St. Jean.....	71	97	24	1,385	1,502	1,932
St. Jérôme.....	102	72	58	1,424	1,092	1,147
Sept-Îles.....	113	89	242	1,585	1,963	1,161
Shawinigan.....	49	188	59	2,477	3,074	2,081
Sherbrooke.....	159	165	179	3,359	3,900	3,868
Sorel.....	50	76	33	1,700	1,586	1,812

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS

B—AS AT AUGUST 31, 1961

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Unfilled Vacancies ^(a)			Registrations		
	(1)	Previous Month	Previous Year	(1)	Previous Month	Previous Year
	August 31, 1961	July 31, 1961	Sept. 1, 1960	August 31, 1961	July 31, 1961	Sept. 1, 1960
Newfoundland	279	420	346	6,885	7,205	5,974
Corner Brook	24	29	25	2,016	2,333	1,553
Grand Falls	2	5	3	605	650	548
St. John's	253	386	318	4,264	4,222	3,873
Prince Edward Island	112	163	342	984	1,229	1,138
Charlottetown	42	72	134	444	578	657
Summerside	70	31	208	540	653	481
Nova Scotia	979	976	952	15,474	13,678	12,842
Amherst	48	41	26	504	668	557
Bridgewater	12	19	34	674	686	695
Halifax	532	541	481	3,401	3,546	3,813
Inverness	7			227	236	256
Kentville	102	107	249	1,035	1,040	985
Liverpool	12	13	40	285	307	286
New Glasgow	69	37	23	1,125	1,315	1,458
Springhill	11	11		537	610	346
Sydney	71	27	26	5,364	2,801	3,051
Sydney Mines	29	81		1,154	1,241	
Truro	53	60	36	616	638	721
Yarmouth	33	39	37	552	590	674
New Brunswick	752	769	796	9,383	10,392	10,927
Bathurst	20	28	68	704	732	799
Campbellton	29	9	32	974	918	1,267
Edmundston	26	16	121	564	666	523
Fredericton	211	158	82	1,164	1,087	1,182
Minto	53	34	80	197	360	332
Moncton	199	249	169	2,044	2,095	2,425
Newcastle	3	1	7	676	868	799
Saint John	151	172	185	2,110	2,448	2,194
St. Stephen	26	16	32	427	632	647
Sussex	11	9	8	178	187	312
Woodstock	23	17	12	345	399	447
Quebec	8,295	6,880	8,182	97,107	111,415	105,226
Alma	16	18	9	1,486	1,563	1,321
Asbestos	6	3	4	218	269	278
Baie Comeau	13	96	53	366	441	304
Beauharnois	12	7	19	703	711	639
Buckingham	8	8	17	461	530	391
Causapscal	71	151	149	522	601	561
Chandler	4	8	16	493	503	175
Chicoutimi	116	100	189	1,606	1,646	1,266
Cowansville	12	9	36	222	362	265
Dolbeau	400	33	124	700	831	724
Drummondville	126	98	41	1,160	1,863	1,618
Farnham	69	37	39	348	519	328
Forestville	6	126	192	258	288	186
Gaspé	37	9	18	387	391	200
Granby	170	18	148	1,402	1,472	1,429
Hull	69	79	80	1,732	1,784	1,936
Joliette	122	143	101	2,490	2,756	2,458
Jonquière	69	46	34	1,507	1,614	1,543
Lachute	16	14	29	324	408	382
La Malbaie	568		656	831	868	331
La Tuque	77	144	851	534	632	441
Lévis	21	16	40	1,482	1,743	1,978
Louiseville	38	22	28	543	737	701
Magog	3	9	5	353	442	359
Maniwaki	37	69	36	326	411	327
Matane	35	16	17	585	775	306
Mégantic	2	10	9	397	472	302
Mont-Laurier	50	33	19	617	522	440
Montmagny	5	10	3	802	863	762
Montreal	3,653	3,507	2,619	40,320	46,586	47,807
New Richmond	15	1	7	424	424	285
Port Alfred	23	19	4	507	490	347
Quebec	669	612	491	7,544	7,870	7,788
Rimouski	40	43	110	1,530	1,380	1,066
Rivière du Loup	208	16	300	1,581	1,398	1,156
Roberval	54	72	127	956	894	747
Rouyn	44	122	51	1,450	1,640	1,579
Ste. Agathe-des-Monts	79	49	85	322	296	366
Ste. Anne de Bellevue	107	70	80	583	759	585
Ste. Thérèse	53	60	33	1,165	1,274	1,362
St. Hyacinthe	93	31	38	1,049	1,501	1,491
St. Jean	78	71	41	1,317	1,385	1,751
St. Jérôme	102	113	94	867	1,424	901
Sept-Îles	57	49	226	1,003	1,585	1,011
Shawinigan	228	159	105	2,347	2,477	2,005
Sherbrooke	67	50	237	2,863	3,359	2,987
Sorel			62	1,355	1,700	1,310

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS A—AS AT JULY 31, 1961

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Unfilled Vacancies ^(a)			Registrations		
	(a) July 31, 1961	Previous Month June 30, 1961	Previous Year July 28, 1960	(a) July 31, 1961	Previous Month June 30, 1961	Previous Year July 28, 1960
Quebec—Cont'd.						
Thetford Mines.....	21	21	32	854	973	911
Trois-Rivières.....	156	153	75	2,921	3,147	3,243
Val d'Or.....	26	23	18	1,365	1,590	1,478
Valleyfield.....	37	25	22	1,147	1,439	1,385
Victoriaville.....	39	37	25	1,292	1,285	1,800
Ville St. Georges.....	123	89	178	886	1,209	893
Ontario	13,299	10,141	9,275	133,570	137,531	144,326
Arnprior.....	20	15	10	217	206	196
Barrie.....	27	15	17	860	875	1,044
Belleville.....	60	56	37	1,149	1,092	1,312
Bracebridge.....	50	243	28	384	407	385
Brampton.....	22	31	20	1,052	1,068	1,165
Brantford.....	109	85	41	2,486	2,071	3,013
Brockville.....	32	31	30	393	483	464
Carleton Place.....	28	20	7	141	179	151
Chatham.....	195	74	93	1,997	2,164	1,839
Cobourg.....	148	33	213	834	800	876
Collingwood.....	20	27	19	481	498	463
Cornwall.....	102	105	84	2,027	2,288	2,724
Elliot Lake.....	39	37	27	495	333	333
Fort Erie.....	4	10	38	372	343	279
Fort Frances.....	17	33	24	283	376	238
Fort William.....	126	119	82	1,252	1,497	1,165
Galt.....	66	93	114	1,902	1,650	1,173
Gananoque.....	12	4	17	150	197	151
Goderich.....	22	33	10	353	372	312
Guelph.....	40	20	31	1,539	1,396	1,732
Hamilton.....	1,010	692	657	10,655	11,356	11,016
Hawkesbury.....	8	14	11	384	351	574
Kapuskasing.....	42	33	105	898	1,243	626
Kenora.....	40	37	9	293	332	334
Kingston.....	111	107	102	1,496	1,573	1,520
Kirkland Lake.....	45	37	51	869	984	866
Kitchener.....	158	167	112	2,676	2,300	2,670
Leamington.....	70	31	55	750	803	895
Lindsay.....	15	14	8	681	523	630
Listowel.....	29	25	15	171	194	225
London.....	422	467	487	3,607	3,910	4,134
Long Branch.....	236	244	247	2,623	2,841	3,135
Midland.....	7	10	14	281	308	322
Napanee.....	9	9	9	290	319	266
Newmarket.....	109	121	47	946	960	1,140
Niagara Falls.....	111	456	32	1,358	1,790	1,279
North Bay.....	35	44	24	948	1,273	969
Oakville.....	133	119	128	737	660	1,033
Orillia.....	19	27	32	647	715	665
Oshawa.....	122	94	113	8,003	3,816	8,686
Ottawa.....	1,219	1,067	752	3,962	4,203	4,390
Owen Sound.....	32	30	50	838	878	968
Parry Sound.....	2	.....	44	80	192	174
Pembroke.....	115	125	81	989	1,221	942
Perth.....	22	32	34	402	384	288
Peterborough.....	18	36	56	2,388	2,977	2,824
Pictou.....	15	6	5	149	150	183
Port Arthur.....	168	188	214	1,777	2,178	1,715
Port Colborne.....	40	24	20	452	592	433
Prescott.....	40	36	31	638	635	568
Renfrew.....	12	12	17	286	286	283
St. Catharines.....	278	369	128	3,770	3,674	5,451
St. Thomas.....	284	87	238	659	811	731
Sarnia.....	97	106	106	2,254	2,178	1,756
Sault Ste. Marie.....	182	171	160	1,915	2,234	2,079
Simcoe.....	1,414	117	879	843	703	926
Sioux Lookout.....	13	11	24	103	110	113
Smiths Falls.....	10	5	13	351	380	252
Stratford.....	37	26	40	647	641	670
Sturgeon Falls.....	11	11	19	411	439	373
Sudbury.....	183	139	125	2,975	3,325	3,155
Tillsonburg.....	1,441	29	267	320	274	330
Timmins.....	34	67	186	1,677	1,812	1,453
Toronto.....	2,735	2,672	1,904	31,571	36,429	37,227
Trenton.....	284	83	69	546	687	609
Walkerton.....	62	64	58	526	468	570
Wallaceburg.....	6	2	18	638	592	385
Welland.....	89	100	102	1,667	1,784	1,444
Weston.....	279	318	210	3,035	3,301	2,975
Windsor.....	280	338	173	10,342	7,966	9,855
Woodstock.....	27	38	52	879	841	1,094
Manitoba	1,937	2,591	2,526	14,472	15,583	11,380
Brandon.....	96	296	187	1,039	1,140	788
Dauphin.....	25	28	14	545	713	382

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS

B—AS AT AUGUST 31, 1961

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Unfilled Vacancies ^(a)			Registrations		
	(a) August 31, 1961	Previous Month July 31, 1961	Previous Year Sept. 1, 1960	(a) August 31, 1961	Previous Month July 31, 1961	Previous Year Sept. 1, 1960
Quebec—Cont'd.						
Thetford Mines.....	18	21	29	685	845	862
Trois-Rivières.....	162	156	130	2,375	2,921	2,849
Val d'Or.....	69	26	27	1,262	1,365	1,273
Valleyfield.....	23	37	13	1,019	1,147	1,447
Victoriaville.....	62	39	34	888	1,292	1,471
Ville St. Georges.....	129	123	248	861	886	869
Ontario	13,641	13,299	9,204	112,788	133,570	140,429
Armstrong.....	25	20	7	178	217	190
Barrie.....	54	27	16	788	860	971
Belleville.....	82	60	64	1,070	1,149	1,261
Bracebridge.....	11	50	50	357	384	427
Brampton.....	25	22	29	991	1,052	1,211
Brantford.....	123	109	67	2,181	2,486	2,880
Brockville.....	48	32	19	429	593	516
Carleton Place.....	24	28	19	149	141	116
Chatham.....	168	195	116	1,935	1,997	1,219
Cobourg.....	68	148	54	624	834	678
Collingwood.....	36	20	6	472	481	649
Cornwall.....	109	102	104	1,740	2,027	2,220
Elliot Lake.....	37	39	59	373	495	308
Fort Erie.....	1	4	12	302	372	309
Fort Frances.....	25	17	27	236	283	183
Fort William.....	91	126	101	1,358	1,252	1,088
Galt.....	94	66	147	1,061	1,902	1,051
Gananoque.....	11	12	10	140	150	127
Goderich.....	34	22	19	317	353	267
Guelph.....	74	40	46	1,201	1,539	1,552
Hamilton.....	1,423	1,010	868	10,074	10,655	11,824
Hawkesbury.....	43	8	9	303	384	272
Kapuskasing.....	51	42	62	744	898	653
Kenora.....	28	40	27	285	293	266
Kingston.....	112	111	120	1,478	1,496	1,753
Kirkland Lake.....	44	45	56	791	869	758
Kitchener.....	181	158	135	1,776	2,676	2,270
Leamington.....	102	70	79	320	750	414
Lindsay.....	35	15	18	479	681	650
Listowel.....	36	29	26	135	171	218
London.....	562	422	575	2,658	3,607	3,887
Long Branch.....	320	236	132	2,701	2,623	3,125
Midland.....	14	7	22	278	281	423
Napanee.....	8	9	6	264	290	323
Newmarket.....	71	109	43	762	946	1,091
Niagara Falls.....	135	111	52	1,411	1,358	1,302
North Bay.....	36	35	40	810	948	1,316
Oakville.....	118	133	129	958	737	1,065
Orillia.....	24	19	20	501	647	606
Oshawa.....	110	122	104	5,166	8,003	10,281
Ottawa.....	1,071	1,219	832	3,585	3,962	4,310
Owen Sound.....	52	32	73	734	838	934
Parry Sound.....	3	2	1	152	80	127
Pembroke.....	85	115	111	970	989	1,010
Perth.....	29	22	26	221	402	177
Peterborough.....	25	18	66	2,251	2,388	2,506
Pictou.....	13	15	3	117	149	196
Port Arthur.....	222	168	184	1,639	1,777	1,535
Port Colborne.....	49	40	16	436	452	515
Prescott.....	39	40	33	477	638	445
Renfrew.....	11	12	16	243	286	260
St. Catharines.....	1,310	278	390	3,940	3,770	5,024
St. Thomas.....	149	284	134	514	659	519
Sarnia.....	115	97	125	1,734	2,254	1,618
Sault Ste. Marie.....	161	182	128	1,674	1,915	1,795
Simcoe.....	363	1,414	222	422	843	390
Sioux Lookout.....	6	13	21	88	103	121
Smiths Falls.....	8	10	10	284	351	275
Stratford.....	41	37	50	524	647	485
Sturgeon Falls.....	22	11	29	472	411	444
Sudbury.....	264	183	161	2,823	2,975	2,777
Tillsonburg.....	88	1,441	26	181	320	106
Timmins.....	87	34	54	1,467	1,677	1,473
Toronto.....	3,414	2,735	2,287	20,398	31,571	38,435
Trenton.....	298	284	65	447	546	538
Walkerton.....	66	62	42	402	526	567
Wallaceburg.....	7	6	18	434	638	291
Welland.....	149	89	90	1,550	1,667	1,426
Weston.....	548	279	234	2,740	3,035	3,239
Windsor.....	316	280	218	7,561	10,342	8,361
Woodstock.....	37	27	44	612	679	810
Manitoba	1,974	1,937	2,626	12,865	14,472	10,785
Brandon.....	117	96	283	760	1,039	777
Dauphin.....	19	25	43	463	545	399

**TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS
A—AS AT JULY 31, 1961**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) July 31, 1961	Previous Month June 30, 1961	Previous Year July 28, 1960	(1) July 31, 1961	Previous Month June 30, 1961	Previous Year July 28, 1960
Manitoba—Cont'd.						
Flin Flon.....	17	37	44	130	140	140
Portage la Prairie.....	55	25	94	451	514	398
The Pas.....	76	53	139	166	203	143
Winnipeg.....	1,668	2,062	2,048	12,141	12,873	9,529
Saskatchewan.....	639	1,432	939	9,275	10,029	7,191
Estevan.....	22	35	35	280	280	161
Lloydminster.....	63	70	40	196	219	157
Moose Jaw.....	43	72	99	690	825	693
North Battleford.....	40	31	28	389	448	383
Prince Albert.....	97	67	114	1,085	1,124	847
Regina.....	126	796	222	2,363	2,430	1,863
Saskatoon.....	158	218	222	2,708	2,885	1,940
Swift Current.....	26	54	55	299	262	187
Weyburn.....	18	9	52	214	194	153
Yorkton.....	46	80	72	1,051	1,362	807
Alberta.....	3,244	4,184	3,062	17,856	20,374	16,938
Blairmore.....	25	23	32	244	276	219
Calgary.....	1,028	1,320	888	6,325	6,649	5,758
Drumheller.....	29	32	51	321	378	321
Edmonton.....	1,671	2,206	1,621	7,581	9,057	7,745
Edson.....	49	56	53	243	399	247
Grande Prairie.....	86	142	34	558	661	543
Lethbridge.....	44	104	159	1,013	1,226	830
Medicine Hat.....	92	107	134	792	913	640
Red Deer.....	220	194	90	779	815	635
British Columbia.....	2,405	3,062	2,207	44,917	50,037	45,241
Chilliwack.....	122	157	27	1,215	1,510	1,035
Courtenay.....	22	25	43	1,053	856	1,154
Cranbrook.....	49	35	65	438	598	413
Dawson Creek.....	25	21	15	870	897	489
Duncan.....	35	38	30	1,119	1,025	1,320
Kamloops.....	85	35	7	1,084	999	569
Kelowna.....	18	25	65	519	593	544
Kitimat.....	10	9	38	1,005	1,111	233
Mission City.....	162	621	161	719	953	917
Nanaimo.....	30	16	27	1,406	1,325	1,373
Nelson.....	47	30	166	504	708	516
New Westminster.....	222	275	196	6,530	6,867	6,489
Penticton.....	10	22	17	694	736	652
Port Alberni.....	22	65	18	819	602	723
Prince George.....	88	65	74	1,014	1,533	1,336
Prince Rupert.....	47	43	14	629	841	633
Princeton.....	520	11	26	222	278	138
Quesnel.....	42	30	19	701	943	648
Trail.....	58	47	60	531	777	289
Vancouver.....	1,026	1,132	892	19,449	21,624	20,945
Vernon.....	46	52	40	760	1,083	612
Victoria.....	177	243	142	3,296	3,746	3,944
Whitehorse.....	53	65	65	340	430	282
Canada.....	30,612	31,548	27,267	364,009	393,731	370,644
Males.....	15,880	15,103	14,073	246,016	268,284	242,582
Females.....	14,732	16,445	12,594	117,993	125,447	128,062

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-5—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES, 1956-1961

(Source: National Employment Service, Unemployment Insurance Commission)

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	840,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474
1959.....	986,073	661,872	324,201	70,352	239,431	336,527	211,951	127,812
1960.....	958,300	641,872	316,428	86,848	252,019	302,048	198,474	118,911
1960 (7 months).....	520,209	350,026	170,183	45,311	137,264	164,098	111,468	62,068
1961 (7 months).....	580,582	389,096	191,486	48,332	155,452	185,388	121,080	70,330
1960 (8 months).....	624,329	413,415	210,914	52,002	158,599	196,908	130,909	85,911
1961 (8 months).....	703,004	465,991	237,013	56,209	181,683	228,037	139,248	97,827

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS

B—AS AT AUGUST 31, 1961

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Unfilled Vacancies ⁽²⁾			Registrations		
	(1) August 31, 1961	Previous Month July 31, 1961	Previous Year Sept. 1, 1960	(1) August 31, 1961	Previous Month July 31, 1961	Previous Year Sept. 1, 1960
Manitoba—Cont'd.						
Flin Flon.....	23	17	21	152	130	130
Portage la Prairie.....	33	55	67	422	451	327
The Pas.....	65	76	76	206	166	112
Winnipeg.....	1,717	1,668	2,136	10,862	12,141	9,040
Saskatchewan	764	639	1,028	8,628	9,275	6,440
Estevan.....	32	22	46	298	280	137
Lloydminster.....	47	63	31	154	196	152
Moose Jaw.....	84	43	94	675	690	584
North Battleford.....	57	40	54	346	389	481
Prince Albert.....	65	97	95	709	1,085	700
Regina.....	139	126	258	2,180	2,363	1,776
Saskatoon.....	225	158	269	2,623	2,708	1,653
Swift Current.....	22	26	59	305	299	180
Weyburn.....	22	18	34	180	214	108
Yorkton.....	71	46	88	1,158	1,051	669
Alberta	3,319	3,244	2,644	14,555	17,856	15,789
Blairmore.....	16	25	47	168	244	168
Calgary.....	883	1,028	744	5,091	6,325	5,631
Drumheller.....	19	29	20	268	321	202
Edmonton.....	1,869	1,671	1,278	6,183	7,581	7,227
Edson.....	34	49	36	213	243	258
Grande Prairie.....	102	86	65	452	558	447
Lethbridge.....	44	210	822	1,013	829	829
Lethbridge Hat.....	112	92	124	755	792	519
Red Deer.....	212	220	120	603	779	508
British Columbia	2,698	2,405	2,055	42,271	44,917	44,463
Chilliwack.....	55	122	34	1,259	1,215	974
Courtenay.....	27	22	26	1,325	1,053	912
Cranbrook.....	50	49	37	369	438	567
Dawson Creek.....	59	25	16	554	870	439
Duncan.....	32	35	47	1,218	1,119	797
Kamloops.....	37	85	9	617	1,084	594
Kelowna.....	29	18	35	526	519	565
Kitimat.....	228	10	44	1,164	1,005	230
Mission City.....	56	162	28	710	719	770
Nanaimo.....	19	30	22	1,514	1,406	901
Nelson.....	50	47	133	407	504	416
New Westminster.....	263	222	175	6,119	6,530	6,566
Penticton.....	51	10	32	561	694	611
Port Alberni.....	110	22	22	959	819	631
Prince George.....	82	88	59	781	1,014	1,393
Prince Rupert.....	65	47	21	530	629	544
Princeton.....	12	9	7	224	222	192
Quesnel.....	42	42	20	471	701	595
Trail.....	48	58	72	483	531	344
Vancouver.....	1,039	1,026	974	18,435	19,449	21,592
Vernon.....	70	46	26	596	780	660
Victoria.....	183	177	146	3,157	3,296	3,867
Whitehorse.....	61	53	70	292	340	303
Canada	32,813	30,612	28,175	320,940	364,099	354,013
Males.....	14,963	15,880	13,748	216,245	246,016	236,969
Females.....	17,850	14,732	14,427	104,695	117,993	117,044

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

E—Unemployment Insurance

TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, JULY 1961

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	3.9	16,393	376,593
Prince Edward Island.....	0.6	2,690	53,573
Nova Scotia.....	8.7	36,530	809,639
New Brunswick.....	6.7	28,346	622,986
Quebec.....	58.9	247,516	5,629,833
Ontario.....	71.0	298,061	6,959,640
Manitoba.....	7.3	30,857	684,281
Saskatchewan.....	3.8	15,893	375,340
Alberta.....	8.6	36,282	847,219
British Columbia.....	21.3	89,522	2,191,489
Total, Canada, July 1961.....	191.0	820,080	18,550,593
Total, Canada, June 1961.....	249.6	1,098,256	25,890,434
Total, Canada, July 1960.....	225.9	903,575	19,702,607

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL, JULY 31, 1961

(Counted on last working day of the month)

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total Claimants	Number of weeks on claim							Percentage Postal	July 29, 1960 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	255,278	82,778	26,699	35,789	25,375	21,758	14,024	48,855	26.2	294,137
Male.....	167,546	59,695	17,529	22,495	15,564	13,839	8,720	29,704	27.8	191,686
Female.....	87,732	23,083	9,170	13,294	9,811	7,919	5,304	19,151	23.1	102,451
Newfoundland.....	5,487	1,525	408	568	505	543	367	1,571	63.5	5,466
Male.....	4,562	1,317	336	449	412	458	300	1,290	65.4	4,353
Female.....	925	208	72	119	93	85	67	281	54.1	1,113
Prince Edward Island.....	815	199	83	124	110	72	46	181	60.6	857
Male.....	500	138	56	74	71	42	24	95	68.8	561
Female.....	315	61	27	50	39	30	22	86	50.8	296
Nova Scotia.....	10,571	2,537	1,278	1,361	995	1,221	628	2,551	36.6	10,389
Male.....	8,056	2,009	1,005	1,021	734	965	464	1,855	36.6	7,707
Female.....	2,515	528	273	340	261	253	164	696	36.3	2,682
New Brunswick.....	8,146	1,872	732	1,104	869	1,229	480	1,860	48.7	9,185
Male.....	5,752	1,423	504	711	598	1,011	319	1,186	50.5	6,489
Female.....	2,394	449	228	393	271	218	161	674	44.4	2,696
Quebec.....	78,172	24,332	8,060	11,775	8,268	6,691	4,555	14,491	26.3	91,476
Male.....	50,384	16,453	5,161	7,339	5,136	4,274	2,968	9,053	27.9	58,723
Female.....	27,788	7,879	2,899	4,436	3,132	2,417	1,587	5,438	23.5	32,753
Ontario.....	96,693	35,813	10,338	12,578	8,761	7,204	4,624	17,375	19.8	117,429
Male.....	62,323	26,379	6,685	7,447	5,084	4,112	2,652	9,964	20.0	75,264
Female.....	34,370	9,434	3,653	5,131	3,677	3,092	1,972	7,411	19.5	42,165
Manitoba.....	9,777	2,427	976	1,442	1,327	1,083	724	1,793	20.0	8,389
Male.....	6,144	1,606	603	891	776	681	439	1,148	22.6	4,696
Female.....	3,633	821	373	551	551	407	285	645	15.5	3,693
Saskatchewan.....	5,278	1,303	560	722	628	513	321	1,231	41.0	4,811
Male.....	2,961	775	345	375	338	303	187	633	45.5	2,606
Female.....	2,317	528	215	347	290	205	134	598	35.3	2,205
Alberta.....	11,257	3,209	1,012	1,568	1,324	1,139	748	2,257	30.3	12,060
Male.....	7,018	2,198	593	939	801	729	429	1,329	34.6	7,676
Female.....	4,239	1,011	419	629	523	410	319	928	23.3	4,384
British Columbia.....	29,082	9,561	3,252	4,547	2,588	2,058	1,531	5,545	26.4	34,075
Male.....	19,846	7,397	2,241	3,249	1,814	1,256	938	3,151	28.3	23,611
Female.....	9,236	2,164	1,011	1,298	974	802	593	2,394	22.4	10,464

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, JULY 1961

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed off†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,982	1,104	878	1,605	984	621	814
Prince Edward Island.....	298	201	97	291	201	90	76
Nova Scotia.....	6,659	3,181	3,478	6,950	5,965	985	936
New Brunswick.....	3,001	1,795	1,206	2,844	2,081	763	781
Quebec.....	35,141	20,641	14,500	34,380	25,553	8,827	10,130
Ontario.....	54,639	31,227	23,412	49,973	39,840	10,133	15,796
Manitoba.....	3,405	2,108	1,297	3,434	2,559	875	647
Saskatchewan.....	2,082	1,305	777	1,957	1,322	635	563
Alberta.....	4,934	2,870	2,064	4,680	3,293	1,387	1,414
British Columbia.....	14,015	7,516	6,499	13,939	10,356	3,583	3,567
Total, Canada, July 1961.....	126,156	71,948	54,208	120,053	92,154	27,899	34,724
Total, Canada, June 1961.....	112,845	67,970	44,875	118,433	84,615	33,818	28,621
Total, Canada, July 1960.....	140,435	76,506	63,929	137,448	109,476	27,972	37,011

*In addition, revised claims received numbered 30,021.

†In addition, 29,028 revised claims were disposed of. Of these, 3,275 were special requests not granted and 1,036 were appeals by claimants. There were 9,207 revised claims pending at the end of the month.

TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1961—June.....	3,917,000	3,650,100	266,900
May.....	3,891,000	3,550,000	341,000
April.....	4,126,000	3,412,900	713,100
March.....	4,210,000	3,372,000	838,000
February.....	4,247,000	3,374,200	872,800
January.....	4,240,000	3,393,100	846,900
1960—December.....	4,251,000	3,496,900	754,100
November.....	4,110,000	3,624,800	485,200
October.....	4,002,000	3,671,800	330,200
September.....	3,998,000	3,718,500	279,500
August.....	4,003,000	3,722,800	280,200
July.....	3,985,000	3,690,900	294,100
June.....	4,014,000	3,717,600	296,400

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1957—Year.....	122.6	118.6	127.3	108.2	133.2	139.9	134.2	109.1
1958—Year.....	125.7	122.9	129.3	109.5	136.6	146.6	142.0	110.1
1959—Year.....	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year.....	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1960—September.....	128.2	122.5	133.2	110.7	138.8	154.9	145.1	115.8
October.....	128.7	123.5	133.3	111.3	138.7	155.7	145.8	115.8
November.....	129.1	123.5	133.3	112.4	141.9	154.7	146.6	115.8
December.....	129.3	124.2	133.3	112.4	141.8	154.9	146.6	115.8
1961—January.....	129.2	124.4	133.2	111.6	141.1	155.0	146.3	115.8
February.....	128.9	124.0	133.1	111.6	141.1	154.6	146.7	115.7
March.....	129.1	124.0	133.2	111.8	141.0	154.4	146.6	115.7
April.....	129.1	123.9	133.2	111.9	141.0	155.3	145.5	115.8
May.....	129.0	123.2	132.9	112.4	141.8	155.3	146.0	115.8
June.....	129.0	123.5	132.9	112.5	141.2	155.0	145.8	115.8
July.....	129.0	124.9	132.9	112.2	138.7	155.1	145.0	115.8
August.....	129.1	125.3	132.9	112.1	139.0	154.6	145.4	116.1
September.....	129.1	123.2	133.5	113.1	140.0	155.0	146.7	117.3

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF AUGUST 1961

(1949 = 100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	August 1960	July 1961	August 1961					
① St. John's, Nfld.....	116.1	116.9	117.9	115.1	113.7	110.4	112.0	132.9
Halifax.....	126.7	127.8	128.7	119.2	136.5	122.7	130.8	140.3
Saint John.....	129.0	129.7	131.2	126.2	141.1	121.0	124.7	144.2
Montreal.....	127.5	128.5	128.8	126.9	146.7	107.8	118.3	140.0
Ottawa.....	128.3	129.1	129.8	124.1	149.5	114.3	121.1	140.2
Toronto.....	130.3	130.5	130.9	123.2	152.5	114.4	123.8	139.9
Winnipeg.....	125.8	126.9	127.3	123.6	136.2	116.7	120.2	137.2
Saskatoon—Regina.....	124.8	125.2	126.0	122.9	124.5	124.1	126.2	131.3
Edmonton—Calgary.....	124.3	124.4	125.0	119.0	125.1	120.5	127.9	133.4
Vancouver.....	128.3	128.2	128.5	121.3	137.1	115.1	133.0	137.6

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

① St. John's index on the base June 1951 = 100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 422, April issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1956-1961

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,890	0.14
1958.....	253	262	112,397	2,872,340	0.24
1959.....	203	218	100,127	2,286,900	0.19
*1960.....	272	278	48,812	747,120	0.06
*1960: August.....	32	43	10,856	127,560	0.11
September.....	33	57	13,072	115,280	0.10
October.....	34	59	9,242	92,640	0.09
November.....	28	61	5,889	52,520	0.05
December.....	12	29	1,891	30,160	0.03
*1961: January.....	6	21	2,346	28,140	0.03
February.....	8	18	1,601	20,320	0.02
March.....	21	34	4,426	41,160	0.04
April.....	18	30	6,265	59,240	0.06
May.....	33	50	12,001	107,480	0.10
June.....	21	38	12,323	128,020	0.12
July.....	28	41	8,826	94,560	0.09
August.....	32	47	8,067	64,570	0.06

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, AUGUST 1961, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....	1	100	1,700
Fishing.....			
Mining.....			
Manufacturing.....	15	2,818	15,800
Construction.....	12	1,156	4,260
Transportation, etc.....	8	2,896	21,040
Public utilities.....			
Trade.....	9	344	4,560
Service.....	2	753	17,210
All industries.....	47	8,067	64,570

TABLE G-3—STRIKES AND LOCKOUTS, AUGUST 1961, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....	1	140	280
Prince Edward Island.....			
Nova Scotia.....	1	27	90
New Brunswick.....			
Quebec.....	14	2,550	16,030
Ontario.....	14	1,271	19,950
Manitoba.....			
Saskatchewan.....	4	183	2,610
Alberta.....	2	1,240	7,950
British Columbia.....	7	455	4,290
Federal.....	4	2,201	13,370
All jurisdictions.....	47	8,067	64,570

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,
AUGUST 1961
(Preliminary)**

Industry Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date	Major Issues ~ Result
			August	Accu- mulated	Termi- nation Date	
LOGGING Canadian International Paper, Clova, Abitibi East, Que.	Unorganized	100	1,700	1,700	Aug. 3 Aug. 23	Application of provincial ordinance~Camp closed.
MANUFACTURING <i>Food and Beverages</i> Jos. Vaillancourt, Quebec, Que.	CNTU-chartered local	150	600	600	Aug. 22 Aug. 28	Acceptance of conciliation board report~Report ac- cepted.
<i>Wood Products</i> Canadian International Plywoods, Gatineau, Que.	Pulp and Paper Mill Work- ers Loc. 143 (AFL-CIO/ CLC)	235	4,700	4,700	Aug. 3	Wages~
Nicola Valley Sawmills, Merritt, B.C.	Woodworkers Loc. 1-417 (AFL-CIO/CLC)	170	170	170	Aug. 15 Aug. 16	Disciplinary dismissal of one worker~Agreement reached, return of workers.
J. W. Kilgour & Bro., Beauharnois, Que.	CNTU-chartered local	166	420	420	Aug. 23 Aug. 28	Wages~2¢ an hour retro- active to Sep. 1, 1960, with a maximum of \$50.3¢ an hr. Nov. 1, 1962.
Nfld. Hardwoods, Topsail, Nfld.	Carpenters Loc. 1291 (AFL-CIO/CLC)	140	280	280	Aug. 29	Wages~
<i>Transportation Equipment</i> Canadian Car Co. Ville St. Pierre, Que.	Railway Carmen Loc. 322 (AFL-CIO/CLC)	1,200	2,400	2,400	Aug. 10 Aug. 14	Wages~7¢ an hr. increase.
<i>Non-Metallic Mineral Products</i> Atlas Asbestos Co., Montreal, Que.	Oil Workers (AFL-CIO/ CLC)	240	3,840	3,840	Aug. 10	Wages~
Canadian Potteries, St. Jean, Que.	Potters Loc. 78 (AFL- CIO/CLC)	224	560	560	Aug. 23 Aug. 25	Jurisdictional dispute be- tween unions for right to bargain~Return of work- ers pending representation vote.
CONSTRUCTION Canadian Betchel, Waterton, Alta.	Labourers Loc. 627 (AFL- CIO/CLC)	795	1,590	1,590	Aug. 8 Aug. 10	Lay-off of two men~ Return of workers.
TRANSPORTATION ETC. <i>Transportation</i> Three stevedoring firms, Toronto, Ont.	I.L.A. Loc. 1842 (AFL- CIO/CLC)	585	9,190	17,970	July 10 Aug. 19	Wages~Wage increase of 21¢ an hr. over two years.
City of Calgary Transit System, Calgary, Alta.	Street Railway Employees Loc. 583 (AFL-CIO/CLC)	445	6,360	13,080	July 11 Aug. 21	Wages~9¢ an hr. increase in 1962; improved fringe benefits.
Five stevedoring firms, Hamilton, Ont.	I.L.A. Loc. 1654 (AFL- CIO/CLC)	196	2,380	5,040	July 12 Aug. 18	Wages~Wage increase of 29¢ an hr. over two years.
Trans-Canada Air Lines, Dorval, Que.	Machinists Loc. 714 (AFL- CIO/CLC)	1,400	1,400	1,400	Aug. 17 Aug. 18	Change in shift schedule~ Return of workers pending further negotiations.
Inter-City Truck Lines, Dixie, Ont.	Teamsters Loc. 938 (Ind.)	200	200	200	Aug. 29 Aug. 29	Extension of piggyback service~Return of work- ers.
SERVICE <i>Personal Service</i> Royal York Hotel, Toronto, Ont.	Hotel Employees Loc. 299 (AFL-CIO/CLC)	750	17,160	87,700	Apr. 24	Wages~

H—Industrial Accidents

TABLE H-1—INDUSTRIAL FATALITIES IN CANADA DURING THE SECOND QUARTER OF 1961 BY GROUPS OF INDUSTRIES AND CAUSES

Causes	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects.....													
Struck by:													
(a) Tools, Machinery, Cranes, etc.....					2	2		1			1		6
(b) Moving Vehicles.....				2	1	1		2	1				7
(c) Other Objects.....	3	6			4	9		2			3		35
Caught In, On or Between Machinery, Vehicles, etc.....	12			5	5	1		2					23
Collisions, Derailments, Wrecks, etc.....	2	2		2	1	8		17	1		2		35
Falls and Slips:													
(a) On Same Level.....					1	2							3
(b) To Different Levels.....	2	3	6	2	4	11	1	7	4	1	5		46
Conflagrations, Temperature Extremes, Explosions.....			1	3	2	3	1		2		1		13
Inhalation, Absorptions, Asphyxiation and Industrial Diseases.....					14	5					1		20
Electric Current.....	1			1		6	7	1					16
Over-exertion.....						1		3	1		1		6
Miscellaneous Accidents.....	1												1
Total, Second Quarter—1961.....	21	14	7	36	25	44	9	36	9	1	14		216
Total, Second Quarter—1960.....	23	47	4	42	33	49	12	32	13	1	17		273

TABLE H-2—INDUSTRIAL FATALITIES BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE SECOND QUARTER OF 1961

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....					3	9	1		6	2		21
Logging.....			5		2	1				10		14
Fishing and Trapping.....				1			1					7
Mining and Quarrying.....	2		2		4	16			3	4	5	36
Manufacturing.....			1		2	16	1		3			25
Construction.....	2			2	7	14	3	1	14	1		44
Public Utilities.....			1		2	4		1	1			9
Transportation, Storage and Communications.....				1	3	19	2	2	1	8		36
Trade.....						4	1		2	2		9
Finance.....						1						1
Service.....	1		1		5	2	2	1		2		14
Unclassified.....												
Total.....	5		11	5	28	86	11	5	30	30	5	216*

*Of this total 153 fatalities were reported by the various Workmen's Compensation Boards and the Board of Transport Commissioners; details of the remaining 63 were obtained from other non-official sources.

Department of Labour Library

(Continued from page 1087)

The Royal Commission was set up "to enquire into and make recommendations concerning the position of and prospects for Canadian magazines and periodicals." The Commission made recommendations on advertising and circulation.

55. HAIG-BROWN, RODERICK. *The Living Land; an Account of the Natural Resources of British Columbia*. Produced by the British Columbia Natural Resources Conference. Toronto, Macmillan, 1961. Pp. 269.

56. INTERNATIONAL LABOUR OFFICE. *Information and Reports on the Application of Conventions and Recommendations*. Third item on the Agenda. Geneva, 1961. 4 parts.

At head of title: Report 3. Part 1-4. International Labour Conference. 45th Session, Geneva, 1961.

Contents: 1. Summary of Reports on Ratified Conventions (Articles 22 and 35 of the Constitution). 2. Summary of Reports on Unratified Conventions and on Recommendations (Article 19 of the Constitution). 3. Summary of Information relating to the Submission to the Competent Authorities of Conventions and Recommendations adopted by the International Labour Conference (Article 19 of the Constitution). 4. Report of the Committee of Experts on the Application of Conventions and Recommendations (Article 19, 22 and 35 of the Constitution).

57. UNITED NATIONS. ECONOMIC COMMISSION FOR ASIA AND THE FAR EAST. *Economic Survey of Asia and the Far East, 1960*. Bangkok, 1961. Pp. 171.

Contents: Part 1. The ECAFE Region in 1960. Part 2. Public Finance in the Postwar Period.

58. U.S. WOMEN'S BUREAU. *Job Futures for Girls in Biology*. Washington, GPO, 1961. Pp. 7.

UAW Agreements

(Continued from page 1041)

Future increases in cost of these benefits will be shared, 75 per cent being borne by the company and 25 per cent by the employees.

—Increase in disability and early retirement benefits from about \$5 to \$5.60 a month for each year of credited service, to be paid until the recipient becomes eligible for social security.

—A third week of paid vacation after 15 years of service, instead of after 20 years, as before.

—Moving allowance to a maximum of \$580 for workers transferred from one plant to another.

To meet the increased demands upon the SUB trust fund, which since 1955 it has had little difficulty in maintaining at the 100-per-cent level in spite of continued lay-offs, General Motors will now have to make payments into the fund at least until the end of November 1962, and at any time after that if the fund drops below the 85-per-cent level.

American Motors Agreement

The agreement with American Motors Corporation, reached August 26, was the first of the 1961 agreements in the industry. The feature of this contract was that it provided for the establishment of a profit-sharing plan.

Under the profit-sharing plan, 10 per cent of all profits (before taxes and after a 10-per-cent deduction of the stockholders' equity) would go to the employees. An additional 5 per cent, calculated in the same way, would go to the employees in the form of American Motors stock.

The agreement provides also for wage increases, increased supplementary unemployment insurance benefits, short work week benefits, increases in monthly retirement benefit rates, and movement allowances similar to those contained in the General Motors agreement.

In addition, the AMC agreement provides for:

—Payment of half the cost of hospital and medical plans.

—An increase in life insurance from \$5,000 to \$9,000 and an increase in benefits for accidents from \$45.50 to \$100.

Continuation of the cost-of-living formula, with 7 cents an hour annual ceiling.

The union on its side agreed in principle to changes in work rules and revision of seniority clauses.

Ford Motor Agreement

Two weeks after agreement had been reached with General Motors, the United Automobile Workers agreed with the Ford Motor Co. on an economic "package" closely similar to that contained in the General Motors agreement, although spokesmen for both company and union agreed that, from the union's point of view, it represented some improvement over the latter.

This, however, did not prevent the first strike at Ford in 20 years*. Agreement on the economic issues was reached so close to the strike deadline that time was not available for working out non-economic problems.

*In mid-October the union ordered an end to the strike at all but two of the company's 85 plants.